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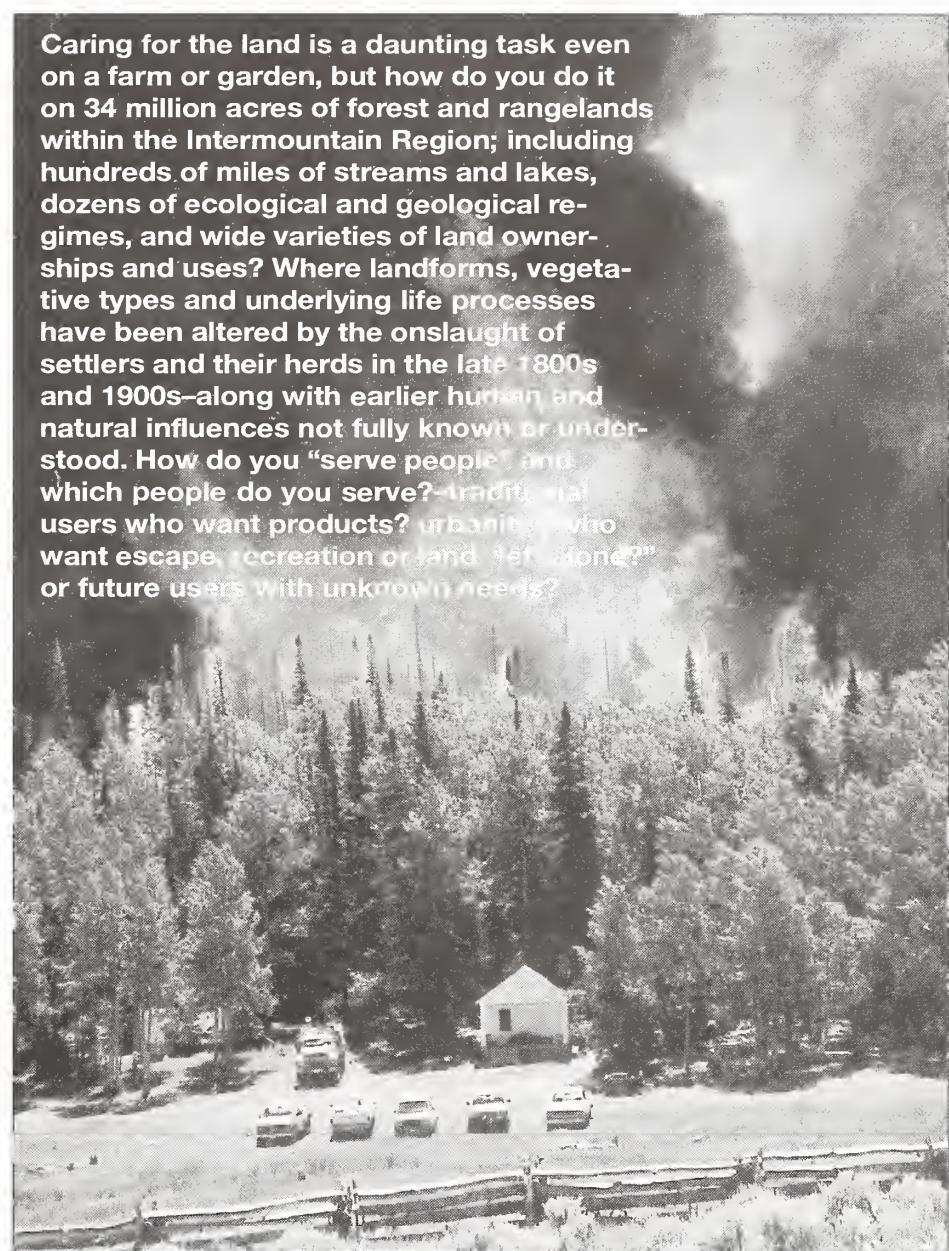
Cindy Chojnacky, Editor
Susan McDaniel, Design & Layout

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"Properly Functioning Condition"— a Triage Approach to Land Care

Caring for the land is a daunting task even on a farm or garden, but how do you do it on 34 million acres of forest and rangelands within the Intermountain Region; including hundreds of miles of streams and lakes, dozens of ecological and geological regimes, and wide varieties of land ownerships and uses? Where landforms, vegetative types and underlying life processes have been altered by the onslaught of settlers and their herds in the late 1800s and 1900s—along with earlier human and natural influences not fully known or understood. How do you "serve people" and which people do you serve?—ranching users who want products? urbanites who want escape, recreation or land "set aside"? or future users with unknown needs?



Prescribed fire is being used on the Dixie National Forest in an effort to restore Properly Functioning Condition to key sites.

RF Says Goodbye to R4 – Again

As most of you know by now, I have been reassigned to Region 1 as Regional Forester effective October 18. This is part of a series of leadership changes Chief Mike Dombeck has made across the Forest Service. Mike thinks my 20 years working experience in R1 will help me deal creditably with the organization changes and issues there.

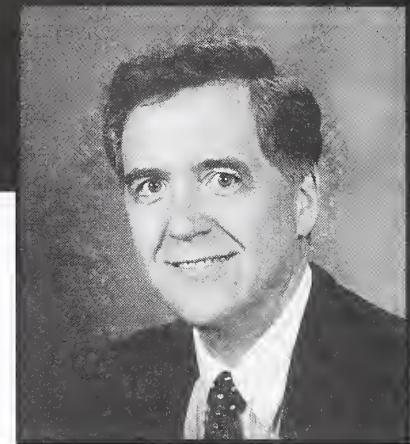
You know, I had hoped to finish out my career here in Region 4. Don't get me wrong. I've invested the larger part of my career in the Northern Region; and I like the people and country up there. I'm familiar with the issues; we share a lot of them between R4 and R1.

It's just that we have started some things here in this Region that I am really excited about, and I had hoped to see them through. The first is our ongoing organization change work. I got in on the ground floor here back in the 1980s, when I was Forest Supervisor of the Wasatch-Cache National Forest. We had just initiated Total Quality Management when I was asked to take a job back

in the Washington Office. When I returned here in 1994, this Region was into the next phase of team-based approaches to land stewardship and customer service. And we are still learning and changing.

I also am enthused about the commitment to use a resource tool called Properly Functioning Condition for setting some of our management priorities. Forest managers are assessing their land bases to see which vegetative types are in properly functioning condition, and which are at risk of becoming nonfunctional. We've committed to investing some of our scarce resources to get at-risk systems functioning again. I wanted to watch that work unfold on the ground; and see us restoring the health of the lands entrusted to us.

I don't think any of this is going to stop because I am leaving! We've built a strong team culture in R4. We even try to operate that way in the Regional Forester's Office. I don't know when the Chief plans to fill in behind me, but there will be good, solid interim leadership under



Deputy Regional Foresters Jack Blackwell and Jack Troyer, and our new DRF for Administration, Chris Pyron. I plan to get back here from time to time to check up on your progress!

I appreciate the great support and excellent work I've seen from employees and retirees of the Intermountain Region. It was a privilege to work with you as stewards of this amazing and diverse part of the national Forest System.

A handwritten signature in black ink, appearing to read "Jack".

Editorial Policy—Intermountain Reporter

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each edition will be based on articles submitted from Forests, Ecogroups and RO teams. The editor will try to feature all NFs and parts of the Region—but this is subject to the information received. The Intermountain

Reporter will sometimes report on regional or general interest articles. Please suggest ideas for these subjects to the Editor

3. The Regional Forester's message will express his views about current events and situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 1st of the month prior to the desired publication date.
6. Articles should be sent via Data-General to the Editor, C.CHOJNACKY.R04A.) New procedures for electronic information transfer

will be outlined in this Policy section when R4 transitions to IBM.) A hard copy of each article and any accompanying photos or illustrations should be sent via regular mail to Cindy Chojnacky, 1040 Windwood Lane, West Lafayette, IN 47906.

7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.

11. The Editor has final say over content.

EDITOR'S NOTE:

What do YOU like to Read?

The Intermountain Reporter's Editorial Policy states it simply: "Articles will feature people." Is that the best focus for the Reporter? A readership survey several years ago found that half our readers at the time liked the people focus, but another large group of employees also wanted the newsletter to cover organizational and policy areas, management concerns, and occasional news features on larger regional and national issues that impacted their work.

So I'm borrowing an idea from the Pacific Northwest Region. In their update newsletter, "BottomLine," editors asked reader response to survey results on what people want to read in an employee publication. The survey, conducted by International Association of Business Communicators (IABC) showed respondents preferred to read (from most to least interest) about:

1. The organization's short- and long-term plans.
2. Personnel policies and practices.
3. Improvements in productivity.
4. Job-related information.
5. Job advancement opportunities.
6. The effect of external events on my job.
7. How the organization compares with its competitors.
8. News from the various departments.
9. How my job fits into the organization.
10. How the organization uses profits.
11. Where the organization stands on local, regional, and national issues.
12. The organization's community involvement.
13. Personnel changes.
14. Financial results.
15. Employee stories.
16. Personal news.

Some of these may reflect a private sector viewpoint. Which is the most important topic to you? Least? Other topics you'd be more interested in? Are there sections in the Reporter we should discard? Downsize? Or build up? Is the Reporter fine the way it is? Or should we do another survey? Send a DG note to me (C.CHOJNACKY:R04) or circle the topics you like, rip out this page, and send it to Cindy Chojnacky, Strategic Communication, Regional Office, 324 25th St., Ogden, UT 84401. This is NOT a scientific survey, but I figure if you're interested enough to take the time to let me know, you have some ideas I should pay attention to. THANKS!

Cindy C Chojnacky



Some Tips on Kinds of Photos to Submit to the Reporter

✓ AWARD RECIPIENTS

Try to get shots of people actually doing what they were awarded for as opposed to handshake shots or holding their award.

✓ GROUP ACTIVITIES

Get frontal shots of the group doing the activity your article is about. Avoid "backside" shots.

✓ SPEAKER SHOTS

Especially those of the speaker in front of a podium are rather boring and don't tell a story. Be creative.

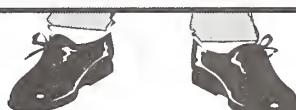
✓ ACTION SHOTS

Instead of posed shots.

✓ BACKGROUNDS

Be aware of backgrounds and what else is in photo range—that you don't necessarily want a photo of—backs of heads, reflections, anything that would distract from subject.

Remember, black and white is preferred, but color photos and slides are fine.



Region

PFC – continued from page 1

These questions are the ongoing challenge and work for resource managers in the Intermountain Region. And they must be answered with fewer people and dollars. “We need to shift our focus to outcomes rather than targets,” notes Regional Forester Dale Bosworth. “What can we do with our limited resources to improve health of the land and customer satisfaction?”

“PFC”—a new assessment process being used in R4—won’t answer all the questions. But it provides a way to address them and set priorities.

PFC means “properly functioning condition.” Ecosystems at any scale are thought to be in this condition when “they are dynamic and resilient to perturbations (disturbances) to structure, composition, and processes of their biological or physical conditions.”

In the PFC process, resource managers and stakeholders knowledgeable about the resources in a given area assess the condition of each subject area in the selected location, and decide which subject areas are at high, moderate and low risk of becoming nonfunctional. Based on this approach, managers can decide where to set priorities for resource improvement.

“It’s a triage approach,” explains Bosworth, an enthusiastic proponent for PFC. He likens it to M.A.S.H. (a television show about a war zone hospital) where battle victims were quickly assessed as to whether they were in good shape, at-risk and in need of immediate aid, or dead. The middle group was treated first. “Like in medicine, you focus on the at-risk situation where you can make a difference.”

TRIAGE—*the sorting and allocation of treatment to patients and especially battle and disaster victims according to a system of priorities designed to maximize the number of survivors.*

How does this work in land management? For example, many aspen sites in R4 are at high risk of being lost from the landscape. These high risk sites are functioning as decadent stands with heavy conifer invasion and regeneration consumed by livestock and wildlife. Managers may want to put priority on restoring these ecosystems.

“Traditionally we have focused on the Desired Future Conditions—looking at ecosystems that are functioning and trying to make them better. ‘Potential natural’ has been our goal,” Bosworth said. “But with



Prescribed burning is used to remove pinyon and juniper trees, which were encroaching on the desired sagebrush-grass vegetation type in an area north of Mt. Dutton on Powell RD. The Forest Service had previously “chained” the P-J – pulling them down with a chain pulled between two bulldozers; however P-J generally come right back in after chaining.



Region

the limited resources we have, I think we need to invest these dollars where we can make a difference—to catch the at-risk stuff, where we may be losing systems."

The PFC concept was developed in Bureau of Land Management work on riparian area management (BLM, "Riparian Area Management," 1737-9, 1993, USDI). In 1996 a Regional team used it to develop the assessment process, and then did an overall Regional assessment in 1996. In the spring of 1997, Forest Supervisors in R4 committed to use the PFC process to assess land health at the subregional and landscape scale; and to use findings to set priorities for resource management decisions.

Initial assessments have been done for the Southern Utah Ecoregion Group (Fishlake, Manti-LaSal and Dixie NFs); the Wasatch Front (encompassing Uinta and Wasatch-Cache NFs); and on the Caribou, Targhee, Toiyabe, and Bridger-Teton NFs, said Jack Amundson, R4 Silviculturist who is coordinating PFC efforts.

The concept has also been presented to management teams on the Ashley, Boise and Payette NFs and the Regional Office.

"It's not perfect but it gives managers an opportunity to put things into broad perspective," Amundson said. As R4 has shifted to a team approach, with forest managers working together to set budget priorities by ecoregion rather than individual forest, a common view of the physical resource situation is even more important.

"Here they are trying to work through a 'wish list' of 1,000+ projects.

Each forest has its own idea. If we even know what the priorities are just from the biophysical resource part, it's a start."

Many aspen sites in R4, like these stands in northern Utah, have been assessed as NOT in properly functioning condition.



Aspen clone showing heavy conifer understory and no aspen regeneration, Fishlake NF. (photo by Kreig Rasmussen)



General aspen landscape showing conifers penetrating aspen canopy, dense conifer in the understory, no aspen regeneration, numerous dead aspen logs on ground, and diminished riparian areas, Fishlake NF. (photo by Kreig Rasmussen)



Heavy conifer invasion of aspen stands, Fishlake NF. (photo by Robert Campbell, Jr.)

Assessing PFC on the Wasatch Front: A Group Learning Process

It was a typical scene at a Ranger District Office. The big conference table, maps and vegetative guides strewn around, piles of assessment data. A dozen resource specialists—wildlife biologist, forester, fire ecologist, entomologist—huddled around a map, drawing boundaries. During the next 2 1/2 days they would discuss, debate and mostly agree on the state of various ecosystems throughout Northern Utah.

An “ID team” meeting—but with some differences. There was no “EIS” to do or impending decision driving the process. This amiable group was deciding the relative condition of various vegetation types, hydrologic regimes, soils, and aquatic/terrestrial animals within the Wasatch Front. The charge was to assess whether types were in properly functioning condition (PFC), nonfunctional, or functioning at some level of “risk” of being degraded beyond the point of resiliency and sustainability.

Group members were hand-picked as people who know the area, represent a variety of resource backgrounds and are committed and interested, said Tom Scott, human ecologist for the Northern Utah EcoRegion. The group’s deliberations will lead to a PFC report. This and a couple other similar analyses which cross Forest boundaries will be used to mesh and integrate an “Analysis of the Management Situation” (AMS) for the Wasatch-Cache, Uinta and Ashley Nfs—which comprise the Northern Utah Ecogroup. The AMS is an interim step to decide which areas of Forest Land Management Plans should be revised or amended depending on changes since the last Forest Planning period.

First step was to define the boundaries of the area of interest. The group chose an area that included Bear Lake, Logan Canyon, the Wellsville and Monte Cristo areas in the north, and stretched south along the Wasatch Front to include Mt. Nebo. The Stansbury and Sheeprock Ranges of the Uinta and Wasatch-Cache National Forests were considered separately from the Wasatch Front as specialists determined they were part of a separate ecological unit, the Bonneville Basin Section.

Next, regional silviculturist and PFC coordinator Jack Amundson led the group through discussions of “subject” areas in a PFC workbook developed by a Regional Team. The book described key vegetative types in the Intermountain Region (alpine, subalpine, spruce fir, aspen, pinyon-juniper, tall forb), integrating water, soils and animals. It includes a matrix for each subject area which defines Properly Functioning Condition in terms of structure, composition, disturbance regimes, and patterns (ecosystem interrelationships).

The group also compared ideas to a Regionwide assessment and assessments for adjacent areas also found in the workbook. For example, riparian areas Regionwide are at high risk. But along the Wasatch Front, the group concluded that some are completely nonfunctional due to overuse and dams (like the dewatered lower Little Cottonwood Creek); many large, productive drainages are at high risk due to overgrazing, damming and recreation; but many smaller, high elevation streams along the Front and Logan Canyon are improving, especially where use has been excluded. The overall rating?

50% moderate risk, 50% nonfunctioning.

Aspen areas were considered high-risk and high-priority for restoration. Discussing various areas along the Front, the group agreed that both early seral and mixed stands suffered similar problems: most aspen stands were old and decadent, subject to blight and other disease, regeneration was hampered by livestock and wildlife devouring the new growth (suckers), and conifers were invading. “We have lots of areas where you see beaver dams of aspen surrounded by conifer,” noted Linda Wadleigh, fire ecologist. Aspen restoration was important because of its benefits to wildlife habitat, water supply, cutthroat trout habitat, and the public interest in maintaining aspen stands. The group estimated a 50-80% decline across the area.

“We’re more like the rest of the Region here,” noted Reese Pope, Eco-Region Planning & Data Management team leader. R4 aspen decline ranges from 60-80%. Across the West, aspen is estimated at 45-95% decline).

The tall forbs type was also at high risk like rest of R4—50% was thought to be nonfunctional from historic overgrazing with 50% at high risk.

One nagging issue was how to deal with a present situation resulting from history—the major impact between late 1800s and early 1900s of settlers who overgrazed and denuded thousands of acres of high mountain and rangeland acreage, dewatered streams, extinguished fires, overcut timber and basically altered many ecosystems, perhaps permanently.

For example, native fish populations were considered at moderate risk throughout the

Region

Wasatch Front area—but only about 5% of the original population is “properly functioning” according to wildlife biologist Paul Cowley. Some 95% of native fish are gone or “nonfunctioning” thanks to being “replaced” by introduced non-native fish which have been continually stocked in streams and lakes over the past few decades.

Cowley expressed concerns about how PFC delineated areas solely by vegetative types. How could the group assess aquatic regimes and fisheries adequately—when these were dependent on drainages and watersheds much larger than the strip considered along the Wasatch Front Range? He submitted a paper that described boundaries for aquatic systems including the Bear River, Ogden, Weber, Great Salt Lake, Jordan River,

Provo and Spanish Fork drainages. Aquatic habitats and biotic communities have been the most altered communities in the Wasatch Mountains, according to the paper. Roads, recreation, summer home development, trail construction, timber harvest and grazing, and water diversions were some of the disrupting factors.

Some discussions identified problems unique to the heavily populated Wasatch Front area and beyond the question of proper functioning. For instance, large pockets of gambel oak were agreed to be at moderate risk. However, the group agreed that stands in highly developed areas are dangerous fuel where new homes are being built on the Wasatch foothills.

In another example, the Wasatch is probably not in danger of

losing the grand fir/white fir “type.” However Pope noted some management problems ahead in dealing with highly visible, aging stands along the mountain front. “We get calls about the ‘trees turning red’ every week,” he said. “But we have constrained management options. Could we really burn or harvest it?”

The “human dimension” is an area PFC planners are still struggling with, Amundson said in an interview before the Wasatch Front meeting. Several meetings with sociologists and economists have been inconclusive. One approach would be to add information on the “human dimension” as one component. But right now PFC sticks to the biophysical. “The human part comes in the decision-making process.”

Cindy Chojnacky
Strategic Communications, RO

The PFC Process

PFC process can be used for 3 scales: Regional, Sub-Regional and Landscape. These are derived from the FS' National Hierarchical Framework of Ecological Units developed in 1992. A matrix is used to describe each individual subject area to be assessed. These include 16 vegetation types, a hydrologic regime, a soil quality description, and an aquatic and terrestrial animal description. Indicators of a properly functioning condition were developed for each subject area by criteria and for each analysis scale. Criteria include structure, composition, disturbance regime, and patterns. For R4, subject areas are:

- Alpine
- Subalpine timberline forests and woodlands
- Englemann spruce - subalpine fir
- Quaking aspen
- Lodgepole pine
- Grand fir/white fir complex
- Interior Douglas fir
- Ponderosa pine/Jeffrey pine complex
- Ponderosa pine Southern Utah type
- Pinyon-juniper
- Mountain mahogany
- Gamble oak
- Tall forb
- Mountain brush complex
- Big sagebrush/grasslands
- Hydrologic regime
- Soil quality
- Riparian/wetlands
- Aquatic and terrestrial animals

Not all subject areas will be found in every subregion.

Steps in the PFC process are to:

- 1) Gather a group of area specialists from different backgrounds and, preferably, different agencies and stakeholders.
- 2) Define the area to assess and what data will be used.
- 3) Go through the area by subject, agreeing to a description of each in terms of Properly Functioning Condition.
- 4) Evaluate the relative risk for each area—whether it is nonfunctioning, or at low, moderate or high risk of becoming nonfunctioning.
- 5) Summarize the results in a PFC report.

Two Regions Cooperate on Reforestation from Catastrophic Fire (A Genetic Resource Success Story)

Shared services among timber and silvicultural staffs in the four Inland West regions (1,2,3,4) has led to cooperative work in tree improvement among Regions 1 and 4 and the Rocky Mountain Research Station's (RMRS) Moscow lab.

Declining forest health conditions paired with catastrophic fires have left a lasting mark across the landscape, and reduced future restoration prospects in parts of the interior West. Such was the case on the Boise National Forest after the 1992 Foothills and 1994 Rabbit Creek complex fires. The Foothills Fire consumed an entire collection area of unique Ponderosa pine, leaving a negligible amount of seed from that area. Reforestation efforts were further crippled, as the Ponderosa pine seed bank was virtually exhausted following planting after the 1989 fire season.

Seed transfer rules in the Seed Handbook identified suitable collection areas to replenish the seed bank, but the seed supply from these zones was already very low. Also these areas had a history of irregular seed crops. When the rules were developed, the technology did not exist for three-dimensional seed transfer (which better reflect patterns of genetic variation and offer more flexibility in seed movement).

Fortunately, there was a potential solution. A Ponderosa pine seed transfer expert system for Idaho and

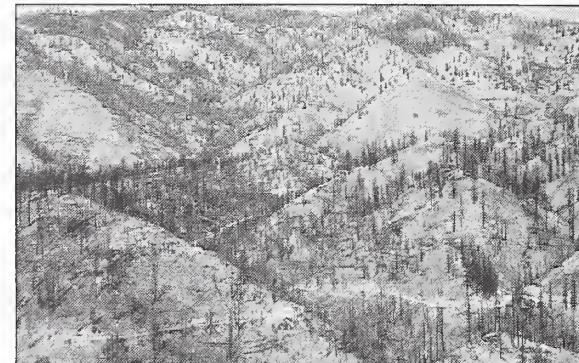
Montana had been developed by Dr. Mary F. Mahalovich and Martin Ramirez, both of R1,2,4; and Dr. Gerald Rehfeldt, RMRS - Moscow Forestry Sciences Lab.

By querying elevation, latitude, and longitude of the areas to be restored, the expert system identified additional collection areas on the Boise and adjacent Payette and Sawtooth National Forests. Boise NF silviculturist Barry Stern was then able to survey the seed bank and surplus seedling inventory to find suitable matches. Seed from the Boise and surplus seedlings provided by Glenn Jacobsen, Payette silviculturist, have been used to offset the Boise's planting needs.

From a genetic resource standpoint, this new material will provide a land race to reconstruct through natural selection the local population of Ponderosa pine that once existed on the Boise. (A land race refers to successful, non-local survivors that take over a site after several generations of natural selection in the new planting location).

The aim is to reestablish a population by using the most similar genetic material as possible which evolved under similar environmental conditions at its original location on the Payette and Sawtooth forests. These seedlings and their future progeny will adapt to the local conditions in fairly short order, as natural selection can readily pick genotypes adapted to the site.

Several outstanding plus trees selected for the tree improvement program were also consumed in the Boise fires. (A plus tree is an individual selected for its above-average performance in growth, freedom from insect and disease problems, straight stem and other traits.) Ron Hamilton of the Payette and Jack Amundson of the Intermountain Region provided the leadership and



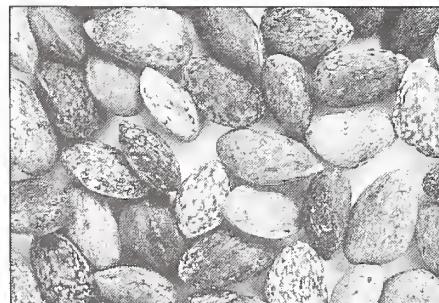
Site of 1992 Foothills Fire, which blackened thousands of acres on the Boise National Forest and consumed a unique area of ponderosa pine. (photo by Barry Stern)

foresight to see that this material was preserved in field tests, with many field crews involved in collecting the material. This important genetic material will be managed as "generic libraries on the stump" and also be used for first generation seed orchards. A Salmon River Seed Orchard site, jointly developed between these forests and the Nez Perce in R1, will provide seed for southwestern Idaho national forests' reforestation program. This should provide a reliable seed crop over time as well as seedlings boasting improved survival, growth, form, and resistance to *Eucosma* sp. (western shoot borer).

Linking reforestation, tree improvement, and FS Research is essential to help meet forest health and timber objectives. This project is one such simple linkage, where a seed transfer expert system in the hands of resource managers has yielded a long-term result of a reliable crop of improved seed. Of the 119,000 forested acres (or 101,000 suited acres) burned in the 1992 and 1994 fire seasons, 40,210 acres have been planted using the Ponderosa pine seed transfer expert system.

Mary Frances Mahalovich
Regional Selective Breeding Specialist
Northern, Intermountain, and Rocky
Mountain Regions

Barry Stern
Forest Silviculturist
Boise National Forest



Ponderosa pine seeds.

RO Staffers Design Effects of the Yellowstone Hot Spot Exhibit for National Geographic Theater

An exhibit on the Yellowstone "Hot Spot" now on display at the National Geographic Theater in West Yellowstone, Montana, was created by a geologist and graphics group from the RO.

The Hot Spot exhibit represents both the benefits of public-private sector partnerships and a new phase of interpretation by giving an overview of a large geographic area. The theater funded the exhibit and Forest Service personnel provided the interpretive services.

The exhibit features text, maps and graphics on the natural and cultural history of the multi-state Greater Yellowstone-Snake River Plain area. The Yellowstone Hot Spot smoothed a path for the Oregon Trail, according to Andy Godfrey, RO Environmental Coordinator and a geologist.

The hot spot is thought to be a plume of hot mantle deep within the earth that drives the area's thermal activity, including geysers and mud pots in Yellowstone National Park. The hot spot theory says the plume fueled periodic volcanic eruptions, creating the area's calderas. These eruptions smoothed a path across eastern and southeastern Idaho known as the Snake River Plain.



"Effects of the Yellowstone Hot Spot" exhibit developed by a Forest Service team.

The flat plain provided a route for wagon trains more passable than the earlier Lewis and Clark route through Montana and northern Idaho. So the Oregon Trail came to be. This is discussed in the exhibit, along with other information about both the cultural history and volcanic activity in the area. Exhibit text also describes what a hot spot is and its influence on an area's geological formation, weather patterns, waterways, and cultural history.

"Like the broad ecosystem studies presently going on, this exhibit provides an overview of a broad region. We look at the relationship of natural history to human history," Godfrey said. "It provides context for other interpretive sites within the area. These other interpretive sites are operated by several Federal and State agencies and provide details of their area."

Godfrey wrote text for the exhibit, Dan White

created the maps, Susan McDaniel designed the panel graphics, and Pat Gardiner did overall layout of the display.

Theatre manager Leif Johnson said he was interested in the exhibit because it ties in so well with the theater's main movie, "Yellowstone." He said educational exhibits will be a focus of the theater in the future. The National Geographic Theater was formerly known as the Yellowstone IMAX Theatre.



Susan McDaniel, Pat Gardiner, and Dan White from RO-Engineering Graphics work on the new exhibit.

Team Considers Strategies for Future Budget Uncertainties

In April, the Regional Leadership Team chartered a strategic team led by Jack Troyer, Deputy Regional Forester, State and Private Forestry; and Humboldt-Toiyabe Forest Supervisor, Jim Nelson to develop long range strategies for future Intermountain Region budgets. The team has since expanded to incorporate the Board Of Regional Directors (BOD).

The aim is to be proactive about possible future budget shortfalls. Forest Service budgets have been strongly tied to timber harvests which have been declining (both from political/environmental and supply constraints). R4 is not as timber-dependent as some other regions and has kept costs down through innovative partnerships, shared services and realignments thru its Rediscovery efforts, and interagency shared work. Still, a short-term team assembled last April predicted a declining trend in funding based on reduced timber sales and associated trust and salvage sale funds.

Other projects such as Upper Columbia River Basin implementation, the 2002 Winter Olympics and Western water adjudications will incur heavy costs and require future budget shifts. Even if budgets stayed the same, there would be a significant decline in purchasing power.

"The decisions we make must maintain as many future options as

we can," Regional Forester Dale Bosworth said this summer during a discussion of initial team findings with the Regional Leadership Team. "If we don't take strategic action and instead keep just cutting back and living within our current structure, I fear that we could end up with an organization that is a dwarf of what we have been. That serves no one well. I see a different organization, not necessarily a smaller organization."

Bosworth would like to see a strategy to move towards being funded and held accountable for the health of National Forest land. The Forest Service would still sell timber, for instance, but use timber harvesting as a tool for forest health improvement, not as a means for funding other programs or keeping people employed. The budget strategy should focus on getting support for taking care of the land and serving customers, he said. "The money will come to the organization where people value what we do."

Bob Swinford, strategic communication director, noted that R4 is well positioned for change because of experience in shared resources, ecological approaches, working across unit boundaries, and services accountable to customer boards — thanks to earlier Rediscovery efforts. However, those efforts were not budget-driven. "This time we need tangible expectations and dollars."

Regional leadership needs to articulate the broad outcomes desired with National Forest and Ranger District employees filling in the specifics on how to get there, noted Tammy Hanan, fiscal management director. There's no going back, she added. "It's our culture to look just far enough to find the next safe harbor. There aren't any more safe harbors. We have choppy waters coming in too fast. We need to figure out a way to survive in the open water."

So what will R4 do? The team has developed a preface on the need

for shift in organization and budget focus, described the current situation, suggested roles for each level of leadership, and proposed "operating principles" for regional leadership to set the tone for subsequent work on the long term budget strategy.

According to the team, R4's current situation includes:

- Numerous jobs lost on NFs over past few years;
- At least six NFs at 90 percent fixed costs;
- Projected budget declines from \$0 to \$60 million over next 5 years;
- Possible impact costs of implementing Interior Columbia River Basin Ecosystem Management Plan at \$35 million per year;
- Implementation costs for Winter Olympics 2002 at \$1-2 million annually;
- Continued timber program reductions, increased lawsuits and appeals, and inflation running 3 percent annually.

R4 needs to "move to a place where the Forest Service is funded to take care of the health of the land and is accountable for ecosystem sustainability and public service," according to the team's draft premise statement. "We must leave the organization of the past that is commodity-dependent and driven. This is not a search for a new "cash cow" (or) . . . a "swap out" . . . To merely cut back, cut costs, or even try to increase revenue within the existing structure and budget focus . . . is unacceptable."

The team has outlined proposed roles where the Regional Forester Team would make "command decisions" (define responsibility, timeline and accountability); while the Board of (regional) Direc-

tors, Ecogroups and Forest Supervisors would be responsible to implement organizational changes within their areas of responsibility.

On August 29, the Regional Leadership Team approved the following operating principles:

- Corporate Approach to the Budget—the whole Region, not just its pieces.
- Emphasis on Mission and Prioritized Work-align budget with where we want to go, not what we are now stuck with. Revisit Rediscovery for budget linkage.
- Contemporary Measurements—based on strategic framework goals.
- Aggressive Reduction of Fixed Costs and Overhead.
- Emphasis on Risk Management—actions to restore healthy ecosystems will focus on NFS areas where we have scientific basis, appropriate technology, and reasonable probability of implementation.
- Workforce Involvement—determining how to implement the strategy.
- Aggressive Seeking of Partnerships, Grants, and other revenue sources.
- Fairness and Equity—are of paramount importance in terms of balance between units based on what has and has not been done and leveling commitment.
- Communicate the need for changed internal and external expectations on what can be produced under reduced budgets.

Roles, scenarios and principles are draft at this point and subject to change. The Regional Leadership

Team was to discuss these areas at its Fall Leadership Team meeting September 22-25 at Flaming Gorge National Recreation Area in Utah. The RLT was to develop the final approach to a budget strategy with ways to involve employees in defining how to implement it. A

special winter edition of the Intermountain Reporter will include operating principles, questions for employees and descriptions of ways employees can share ideas and concerns.

Cindy Chojnacky
RO Strategic Communications

Situational Self Leadership Enables Employees to Take Control and Create Change

Are you content? Will the path you are now on lead you to realizing your personal, career advancement and financial goals for the next five years? Or would a new perspective help mold a better future?

A new course called "Situational Self Leadership" offers useful tips for:

- Evolving from a responsive employee to a **RESPONSIBLE** one;
- Taking the **INITIATIVE** to go beyond problem spotting to problem solving;
- Learning to make inverting the pyramid a reality.

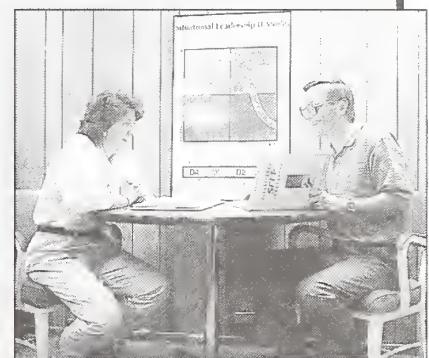
Employees at all levels will learn how to set their own goals, negotiate with their managers for direction and support, and manage projects and relationships more effectively.

"Situational Self Leadership" leads employees through a process that helps them take a measure of control and create change that will enhance their contribution to the Forest Service while also benefiting their personal lives.

The program design is based on the idea that there are three steps that enable employees to take responsibility and initiative: perception, goals and behavioral skills.

The modules include short lectures, large and small group exercises and individual exercises that heighten awareness, suggest a desired outcome and teach at least one skill that will move people towards their desired future.

To schedule a special course on your forest, or for additional information, contact A.J. Skeen at the Regional Office at 801/625-5302 (A.SKEEN:R04A).



Dixie National Forest employees Susan Hayman and Steve Robertson discuss their personal leadership styles during a session of "Situational Self Leadership," a course by management guru Ken Blanchard available to R4 employees. (Hayman has since left the Forest Service and has her own business but still instructs the course.)

A. J. Skeen
Employee Development Specialist
Regional Office

National, Regional “Reengineering” of Training Begins

A week away from the job, boredom or the brief “high” of new ideas, seeing old friends, a new 3-inch binder for the bookshelf. Some people were always going away for it; others never went. Did it improve the work they did? No way to tell.

That was training in the Forest Service—until now. Nation-wide, training is being “reengineered” into a corporate system based on:

- core competencies (skills employees need to do their work),
- employee / supervisor development plans and feedback,
- integrated information, and
- delivery systems restructured to eliminate duplication, overlap and inconsistency.

In R4, initial changes include a new Learning Center in the RO, a redesigned electronic training and meeting schedule and inclusion of the corporate courses as they become available.

Why the change? “The Forest Service has been spending about \$116 million a year on training—when you figure in classroom delivery, program management, and employee salary and travel costs,” noted Grant Mortensen, Human Resources Development group leader. Mortensen served on the national Design Team charged to propose a new training system to cut national training costs 50 percent.

The agency invests the equivalent of 4.5 percent of its permanent payroll cost in training—the private sector spends about 1.1 percent. Where does the money go? Duplication, delays, and paperwork. The current system includes more than 40 steps in each region and station and over 3000 courses.

The new system will begin at the mid-year performance review. Employee and supervisor will evaluate current skills against a list of “core competencies” needed for the current job and those needed for desired future work assignments. Training needs will be entered into

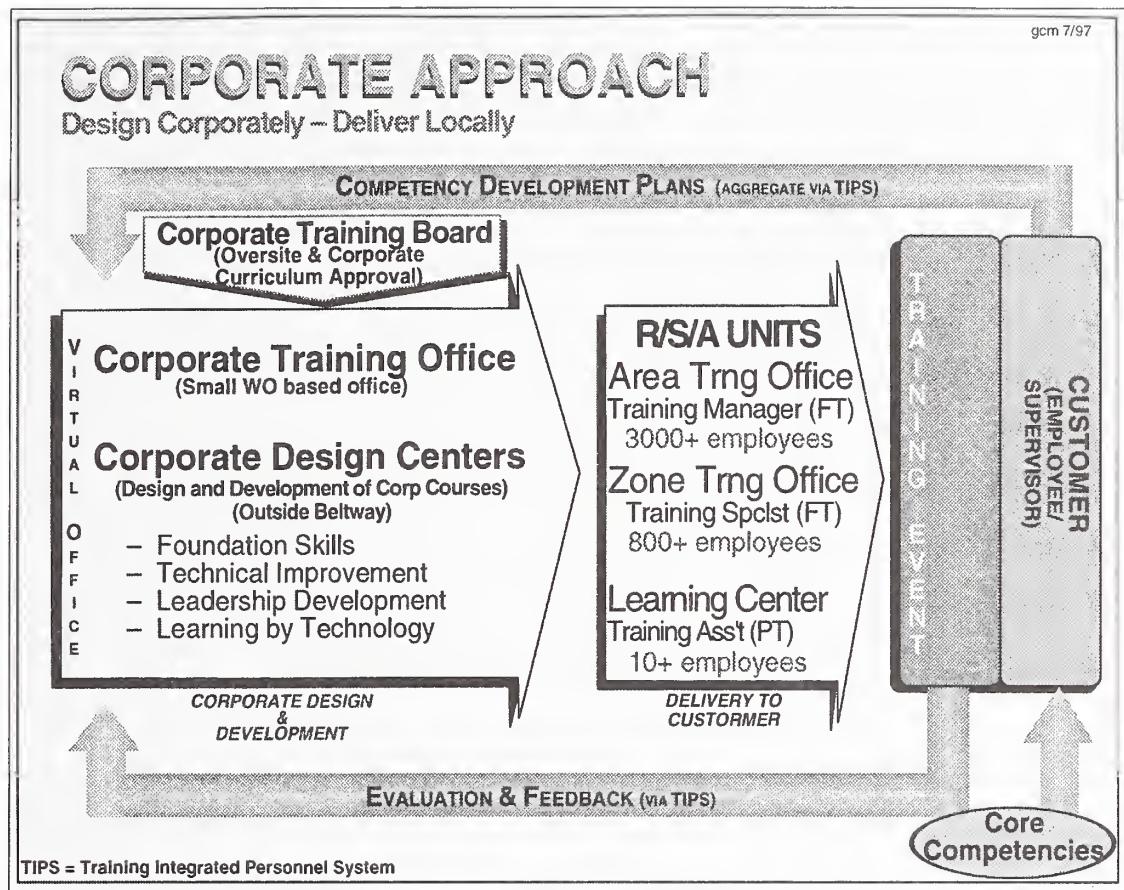
the Training Integrated Personnel System (TIPS)—which will feed electronically to the Corporate Training Office at the WO. Training will either be provided using existing courses, contracted or designed based on skill needs. At performance appraisal time, training will also be evaluated in terms of how well it improved employee performance. This feedback will also go into TIPS, be summarized nationwide, and used for redesigning future training.

Of course, this system won’t happen overnight but some key pieces are already in place, Mortensen noted. “We are on a three year track. The Corporate Training Office was established last spring at the WO. The corporate design centers for needed but unavailable courses are being established now. The field training organization is being restructured with a training assistant at each unit, a training specialist for each zone (800 or more employees) and a training manager for areas of 3000 or more employees (which may include multiple region or region / station combinations). This replaces the current haphazard system where every region has its own training methods and systems.”

Also under development are the “core competencies”—the minimum knowledges, skills and abilities (KSAs) needed to perform job functions effectively. Forest Leadership envisions competencies in 3 areas: (1) foundation skills (2) technical improvement and (3) leadership development.

Foundation skill competencies—needed by all employees—are being developed by either national or regional offices. These include orientation, customer service, ecosystem awareness, ethics and conduct, civil rights, communication, self-management, business practices and labor relations. Technical improvement includes the skills needed for a specific discipline such as financial management, silvicultural

Region



ture, range management or public affairs. Leadership encompasses management and supervision skills.

R4 has established a Learning Center in the RO (room 4411). The center has stations for using Compact Disc Interactive and CD-ROM training. Much of the foundation skills training will be provided on CD-i or CD-ROM. The center also has video and cassette tapes and books. For information on how to use the center contact Patti Wingreen 801 / 625-5796). Forests are encouraged to put Learning Centers in SO's and RD's.

R4 is also offering some of the foundation skills courses this year. "Customer Service" and "Ecosystem Management" will be available on CD-i. Available on request at units are "Situational Self-Leadership" and "The Seven Habits of Highly

Effective People" (see accompanying articles). These R-4 courses are led by trained FS facilitators.

How will reengineered training affect employee's training plans this year? Only indirectly. The Corporate Training Office is planning to run about 270 courses nationwide this year as "corporate" training and funding (tuition, travel, & per diem) will be provided. R-4 will also run its regular training program, sans the corporate courses. Information will be provided as it becomes available. Training for "core competencies" will be made available as it is developed. By next year the competencies and related training will be ready for field use, complete with funding. Optional personal development training can still be pursued—but the employee's unit will have to fund it.

“We aren't aiming to limit your training but to make it more effective and related to the work and mission of the Forest Service.”

The FY 1998 Training and Meeting Schedule will still be available on DG in R-4. It shows where and when the course is offered, method of delivery and a course number for registration. In addition, corporate training will be added to the schedule when it is ready.

For more information and to answer questions on training, contact: Grant Mortensen (801 / 625-5301), A.J. Skeen (801 / 625-5302), Marge Leonard (801 / 625-5773) or Rita Kennedy (801 / 625-5782).

Forest Service Meets the Public on the Internet

Bridger-Teton Expands Visitor Info on the Web

The potential to learn from millions of sources around the globe available on the World Wide Web led me to attend an Internet workshop in November 1995. I went with personal interest; I left awakened to the endless opportunities for the Forest Service (FS). I was impressed with the ability to send the FS message to the entire world at very little cost.

I manage a Visitor Information Center for the Bridger-Teton National Forest (BTNF) in Jackson, Wyoming. Since I started there in 1995, the staff has shrunk from three to one full-time employee: me. I still wanted to expand the information center into an educational center for discovering the Forest. The Internet provided an exciting resource.

I wanted to develop a Forest web site to inform and educate potential visitors and to reduce mailing costs and time on telephone inquiries by providing information on the world wide web.

I spent four months learning regulations and seeking permission from various FS levels. In March 1996, in partnership with the Grand Teton Natural History Association, a commercial Internet access account was purchased and I began developing a web site. I waited until the prototype was completed before making it accessible because I think a site should have depth before being available. Too many sites are

"under construction" signs which do not serve anyone well. After approximately 200 work hours, the BTNF site was opened in July 1996, as <http://www.fs.fed.us/btnf/welcome.htm>.

The site's initial contents were general Forest information, an electronic bookstore, links to related sites and a guest register.

A history of the BTNF, a Forest map, and campground descriptions were included. The web site provided the same resources as a packet available through the mail, but in a new dynamic format.

Since then I have added employment information, fire information and restrictions, the quarterly NEPA report, watchable wildlife, wilderness regulations, and more visitor information pages. A scoping statement has been added, which allows readers to E-mail their comments. Last winter, working with several partners, the BTNF avalanche forecast center opened a web site and posted daily avalanche forecasts.

My plans are to jazz up the existing pages, then add depth. I want to add images and other graphics and ultimately develop a BTNF photograph gallery. However, I think many sites use too many images and graphics. Many people have old, slow computers at home. I have included some graphics, but not too many for those with slow computers and little patience.

The BTNF maps are currently static; I want to make them active, and linked to other pages. Selecting a campground from the Forest map would link directly to a brief campground description complete with a campground diagram. I also would like to expand the use of frames on my earlier pages. Frames split the screen, usually into a narrow menu frame and a larger content frame. This way the menu is always visible, so users do not have to scroll through the page searching for a linkage menu.

The BTNF's mailing address, telephone number, and an electronic mail address are included on every page. I was warned that I would be overwhelmed by requests if I included this information. We get about 12 information requests and sales orders from the site weekly, which is not overwhelming and perhaps is a little disheartening. The BTNF site counted nearly six thousand hits in the past year—Disney or Microsoft sites get those numbers daily. Our site is recording 500 visits a month; other Western forests are receiving 150 to 300 hits per month (estimated by recording the numbers from all NF sites that included counters of visitations). The reality is that most people on the Web aren't looking for National Forest information.

The BTNF did not have to pay for advertising, links or address submission. I used several free services and applied to the leading search engines to advertise the BTNF site in their databases. I also contacted the webmasters (site managers) of related sites to establish links.

Site maintenance depends on the kind of information provided. Dynamic subjects such as avalanche forecasts or river flows must be updated daily. Since I lack the time to do this, I have provided linkage to sites that can; for example, the avalanche forecast site. Another dynamic site we link to is a Snake River Corridor site (<http://www.srcc.uwyo.edu>) managed by the University of Wyoming. This site follows the progress of an inter-agency planning effort for the Snake River Corridor, and encourages public involvement in the process.

The BTNF pages require little updating. Site maintenance and message review take only a few hours per week, mostly responding to information requests and publication orders. The NEPA project list requires quarterly updating, a three-hour edit job.

This spring, we added a road report due to severe road damage

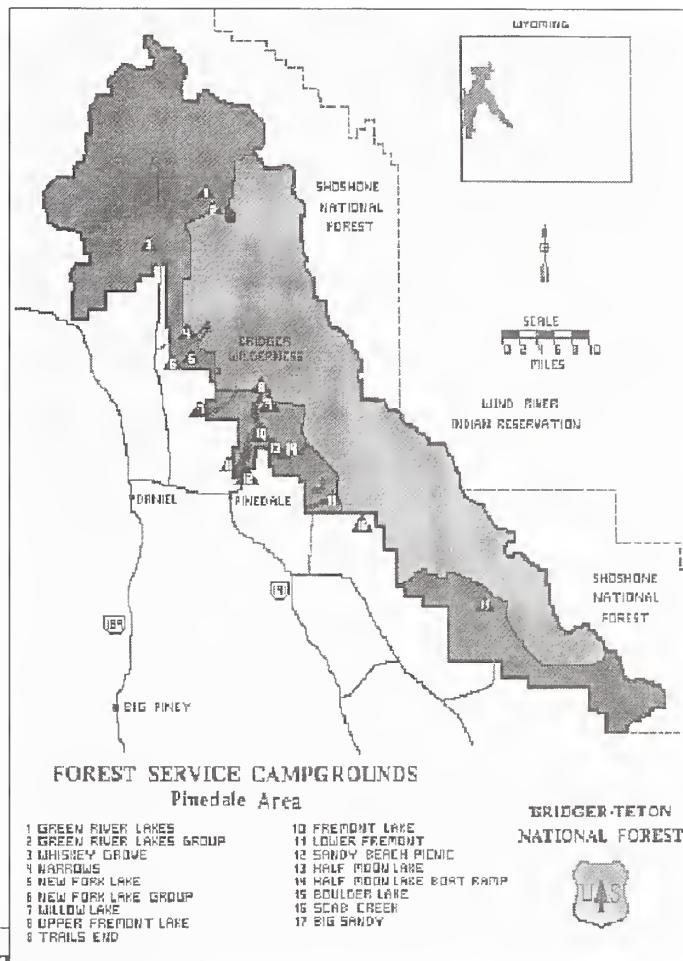
Region

and closures throughout the Forest. Conditions changed constantly, and we updated the report weekly. Campground pages also required frequent updates in the spring as conditions changed. Road report and campground updates accounted for a couple hours per week during May and June.

Developing a FS Internet site has been both challenging and rewarding. The Internet is a medium to spread our message across the globe. I encourage Forests to construct a site. Web site development is not difficult, and I am willing to assist anyone that is interested.

Thomas Bills
Visitor Information Specialist
Bridger-Teton National Forest

Bridger-Teton "Home Page"



BRIDGER-TETON NATIONAL FOREST



USDA FOREST SERVICE
P.O. Box 1888
Jackson, WY 83001
Telephone: (307) 739-5500
Fax: (307) 739-5010
E-Mail: btfinfo@sisna.com



To experience the *Bridger-Teton National Forest* select from the following links:

- [Bridger-Teton National Forest map](#)
- [Bridger National Forest \(East\)](#)
- [Bridger National Forest \(West\)](#)
- [Teton National Forest](#)

- [Back Country Avalanche Forecast](#) Discontinued for the summer.
- [Common Questions \(FAQ\)](#)
- [Employment Information](#)
- [Feature of the Month](#)
- [Fire Information and Restrictions](#)
- [Friends of the Bridger-Teton](#)
- [Guest Register](#)
- [Map and publication sales](#)
- [Oil and Gas Leasing Scoping Statement](#)
- [Quarterly Project List](#)
- [Recreational Opportunities](#)
- [Road Report](#)
- [Watchable Wildlife](#)

- [US Forest Service National Page](#)
- [Other National Forests on the Web](#)
- [Other Web sites related to the Bridger-Teton National Forest area](#)

You are visitor # [REDACTED] since July 1996.

Other R4 Forests Surf the Net



The Targhee, Payette, Humboldt-Toiyabe and Wasatch-Cache National Forests also have home pages on the Internet. The Targhee has posted its Forest Plan Record of Decision (ROD) on its home page (www.fs.fed.us/tnf) and on the Forest Service's nationwide home page. Targhee also recently posted a scoping document for some allotment revision on its home page. Webmaster Sid Keller said the public response has been positive "and we even received a response from Japan on the ROD."

Want to check them out? The Data General computer system does not have access to the Internet; however the new IBM system does. Most have been loaded with software that includes an icon for the Forest Service Home Page. If you have a home personal computer with Internet access you merely go to ([Http://www.fs.fed.us](http://www.fs.fed.us)). From there, local home pages are sorted by Region.

Dixie National Forest Shares Attractions on Web Page

The Dixie National Forest was one of the first in R4 to establish a web page. It is used to share general Forest information (complete with pictures of multiple use activities); advertise nearby attractions such as Zion and Bryce Canyon National Parks; and link to web pages of cities where Dixie offices are located in such as Cedar City and St. George.

The home page includes phone numbers and addresses. Recreationists and other visitors find links to other sites and city pages especially helpful in deciding where to stay and what to do in the area. Most responses I receive are from recreationists praising the information available and asking for more specific information. I have also heard from other Forest Service employees that were glad to see the information and asking how to set up a web site for their Forest.

The Dixie also uses its web site to inform the public about NEPA activities on the Forest. We publish our quarterly NEPA schedule there, with contacts,

phone numbers, and e-mail links so the public could send an immediate message right from the NEPA schedule. Another newsletter on the web site is the ScuttleBug which deals with a local pine beetle project.

For getting information out to the public in an attractive and readable format, nothing can beat the World Wide Web for versatility in presentation and low cost.

Other FS employees often want to know how much time the web site takes. It took about 40 hours to set up the information and get everything working correctly. It now takes about 4 hours per quarter, or 16 hours per year, to keep the site updated. This includes answering any e-mail on web pages. It isn't nearly as difficult and time-consuming as many feared--It's fun!

Cathy LeFevre
Dixie National Forest

Internet Access Part of Open Public Process in Columbia Basin Project

For the past year, members of the public have been able to interact directly with the Interior Columbia Basin Ecosystem Management Project through a site on the World Wide Web.

The Forest Service Chief and Bureau of Land Management Chief jointly chartered the ICBEM Project in January 1994. Through an open public process, the project is developing a new management strategy for public lands administered by the two agencies in eastern Oregon and Washington, Idaho, western Wyoming, western Montana and portions of northern Utah and northern Nevada. It works through offices in Boise, Idaho and Walla Walla, Washington.

The Project Home Page was brought on-line in late September 1996 after several months of work to coordinate and establish a own web site. You can visit the project at <http://www.icbemp.gov>. The home page is managed by the Walla Walla office and its webmaster is located in Portland, Oregon.

Since a counter was activated in September 1996, the home page has received approximately 4,500 visitors. Primary interest appears to be in the "What's New" section, Geographic Information Systems (GIS) data information and request forms, general Project information (newsletters, news briefs), and the Draft Environmental Impact Statements.

The site includes information about science publications that have resulted from this effort, newsletters, public meeting announcements, Project personnel list, GIS information, and information and documentation on the Eastside and Upper Columbia River Basin Draft Environmental Impact Statements (DEISs). In June, DEISs were made available in a format that interested individuals could download, and an electronic form is available for individuals to mail in their comments about the DEISs.

Individuals from Canada, Japan, New Zealand and Brazil have "visited" the home page within the last nine months. In the United States, Department of Interior agencies and state universities frequent the home page. Many commercial domains and network servers access the home page on a regular basis.

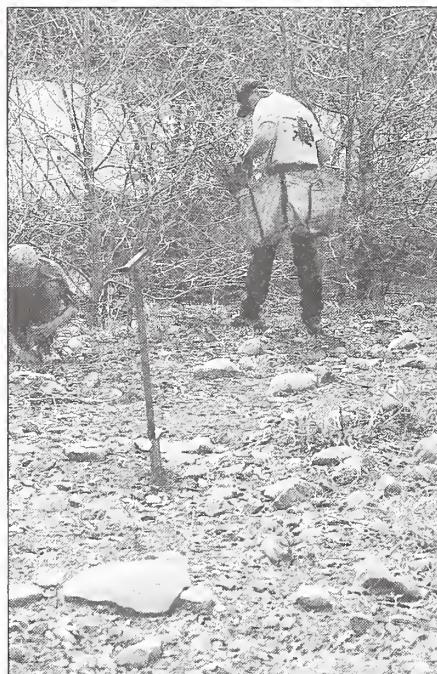


Local Students and Sportsmen Aid Forest Service in Fire Rehabilitation

On March 21 and 22, the Fillmore Ranger District of the Fishlake National Forest joined forces with the Utah Division of Wildlife Resources, Fillmore Middle School, the Sevier chapter of the Wild Turkey Federation and several dedicated sportsmen. The crew turned the site of the 1996 16,546-acre Adelaide Fire into a volunteer rehabilitation experience many will remember for a lifetime. The Forest Service and its crew of volunteers gathered together to plant browse seedlings in areas of critical deer and elk winter range, areas home to German brown trout, and habitats favored by a growing population of Rio Grand turkeys damaged in the intense wildfires of 1996.

More than 75 eager students and sportsmen planted mountain mahogany, cliffrose, bitterbrush, willows, blue spruce, mormon tea and many other species of browse and cover favorable to the area's wildlife. In all, more than 3,500 seedlings donated by the UDWR were planted in the course of two days. It was also educational for local groups and students to see the regenerative ability of many of the species present in the soil surface.

Lisa Nirk
Wildlife Biologist
Fillmore Ranger District



Bill Wright, Fishlake RD forester, a member of the Sevier Wild Turkey Federation, and Fillmore Middle School students were among those who planted browse seedlings on the site of the Adelaide Fire on the Fishlake NF in early spring.



Largest Archaeological Resource Case in History Successfully Prosecuted

On May 20, United States Attorney Scott M. Matheson Jr. announced at a press conference in Salt Lake City that the largest Archaeological Resources Protection Act (ARPA) case in history had been successfully prosecuted.

Nine defendants—more than in any other ARPA case—received a total of 17 felony convictions, and were ordered to pay a total restitution of \$25,500 to the Forest Service. Three were sentenced to two year's imprisonment, and others were placed on felony probation.

The nine defendants worked together in looting Polar Mesa Cave, on the Moab/Monticello Ranger District of the Manti-LaSal National Forest. From 1989 through 1991, the looters excavated and screened more than 54 cubic yards of soil (equivalent to about 20 pickup truck loads), and stole artifacts from the site.

Law enforcement agencies at all levels cooperated in a lengthy and painstaking investigation of the case. Forest Service Special Agent Dave Griffel was assisted by agents of the BLM, Grand County Sheriff's Office, and the Moab Police Department. Extensive forensic analysis was performed by the FBI Laboratory in Washington, D.C., and the Mercyhurst Archeological Institute in Pennsylvania.

Matheson said, "I'm very proud of the combined investigative and prosecutorial efforts that have made Utah a leading state in fighting archaeological resource crime. These are tough cases, but the priceless cultural heritage at stake makes the necessary dedication and commitment not only worthwhile, but imperative."

Manti-LaSal Archaeologist Stan McDonald also played a key role in case, assessing the extent and value of damage to the cave. At the press conference he explained that, although damage to the case was assessed at half a million dollars, this figure did not represent the true loss. "We can't put a price tag on the loss of knowledge," he said. "The looters destroyed our chance to understand more about the people who lived in Polar Mesa Cave over thousands of years. We've lost a story of human adaptation, perseverance, and creativity, . . . success and failure. Studying the placement of artifacts in the soil could have revealed how prehistoric inhabitants organized activities such as food processing, tool making, and food storage, but that's impossible now."

McDonald said the cave was inhabited periodically from about 8000 to 700 years ago. The artifacts recovered from the cave that were estimated to date between about A.D.

500 and A.D. 1300 displayed both Anasazi and Fremont characteristics. This suggested that the people who lived there lived on a cultural borderline—so the cave is particularly valuable for possible insights into cultural shifts and changes over time.

More than 500 artifacts taken from the cave were recovered from one of the looters. They included chipped stone tools, basketry, plant fiber sandals, cordage, beads, and leather clothing and pouches. Human remains were also in the collection. They will be returned to appropriate Native American tribal representatives in accordance with the Native American Graves Protection and Repatriation Act.

Forest Supervisor Janette Kaiser said the Polar Mesa Cave case demonstrates that "the Forest Service will not stand idly by when American's heritage is threatened by the illegal activities of a few individuals. The looting of our cultural heritage can not be tolerated."

Matheson added, "For those who would intentionally...destroy these archaeological sites, we will do everything we can to find you and do everything we can to charge you and prosecute you."

Fran Reynolds
Public Affairs Officer
Dixie National Forest



Stan McDonald, Manti-LaSal Archaeologist, stands in one of the holes dug by looters in Polar Mesa Cave.



2002

Winter Olympic Planning Aims For Conservation Legacy

Leaving a legacy is key to Forest Service involvement in the 2002 Winter Olympics to be held in the mountains and towns around Salt Lake City, Utah. A legacy requires investing now and leaving something of value for the future. Although current planning focuses on the events themselves, the Forest Service aims to use the Olympics as a catalyst to reach several longer-term goals.

One key legacy involves Natural Resource Conservation Education (NRCE). National Forest land will be the backdrop for the entire 2002 Winter Games. The Wasatch-Cache National Forest administers lands at Snowbasin Ski Area, one of the premier 2002 Games venues. The FS 2002 Team wants to make good use of this national and international exposure. Goals are to: (1) demonstrate that the Forest Service is a global leader in conservation; (2) communicate the Forest Service mission and ties to land stewardship, sustainable use of resources and quality of life; and (3) develop a coordinated NRCE strategy for the future by working with other internal and external natural resource interests.

The 2002 Team has hired Ellen Wilson, former Vice President of the American Recreation Coalition, in a temporary job to develop this NRCE

strategy. Ellen was chosen because of her federal land management agency knowledge as well as her experience and contacts with natural resource and private sector organizations. Her role will be to:

1. Inventory current NRCE programs nationwide, both internally and externally
2. Assess 2002 and community NRCE needs
3. Formulate the overall NRCE strategy and implementation plan.
4. Serve as liaison with external, federal and state NRCE organizations and interests.

For comments or suggestions, Ellen can be reached at 801-524-3084.

Ely-Area Fourth Graders Receive Wildlife Guzzler for Support of Wildlife

McGill Elementary 4th grade students got on a roll last year raising funds for elk and their habitat. In honor of their work, a wildlife guzzler was installed on the Ely Ranger District this spring.

It started when their teacher, Kathy Timko, borrowed an "elk trunk" (a trunk full of animal hides, antlers, and "scat" or droppings along with a video and handouts on wild animals) for her class. The students decided they wanted to raise funds to buy an "elk trunk" for their school. They held a bake sale. Then they raised more funds and donated \$50 to the Ely Chapter of the Rocky Mountain Elk Foundation (RMEF). Mrs. Timko matched the \$50 from her own funds and under-

wrote some items that were auctioned in April at the Ely RMEF banquet. About \$600 was raised at the auction.

Nick Patras, RMEF Nevada State chairman contacted Jerry Green, Ely District Ranger, about the possibility of dedicating a wildlife guzzler to this fourth grade class. The entire class was bused to the guzzler location at the "Ski Hill" area of Ward Mountain Division on Ely RD. Students helped to permanently install a sign marking the dedication. The sign reads:

"This guzzler is dedicated to the McGill 1996-97 4th grade class for their support of wildlife and their habitat through their donations to the Rocky Mountain Elk Foundation. Dedicated May 1997 by the Ely Ranger District and the Rocky Mountain Elk Foundation."

During a short hike to the guzzler, students found elk droppings and prints.

Teacher Kathy Timko said she was amazed at the amount of

attention given to her class. She was told that everyone was equally amazed at the attention given to wildlife habitat by her 4th graders.

Gladine Patras
Support Services Specialist
Ely Ranger District



Fourth graders from McGill Elementary School pose in front of a wildlife guzzler dedicated for their wildlife support efforts. With the students, from left (back row) are Kathy Timko, teacher; Byron Donaldson, Rocky Mountain Elk Foundation state director; Jim Whelan, Ely District wildlife biologist; Mark Schellenger, White Pine County Schools superintendent; Gladine Patras, Ely RD SSS; and Nick Patras, RMEF state chairman.

Big Firehole Cleanup Draws Crowd

More than 75 volunteers picked up trash on land and shoreline on the Big Firehole Recreation Complex at Flaming Gorge NRA, Ashley National Forest, during the Sweetwater Desert Pride Cleanup this spring. The event was held in conjunction with Earth Day.

Wyoming Army National Guard soldiers of the 1041st Engineer Company from Rock Springs launched several sections of floating platform. Waste Management of Rock Springs then unloaded a 40-cubic-yard dumpster directly onto the floating platform. Boats pushed the platform up the lake, and it was loaded with refuse along the way. Bassmasters' Clubs ferried volunteers up river to pick up trash in areas inaccessible from land. By the time the dumpster arrived back at the boat ramp, it was full.

Meanwhile, volunteers picked up trash at the Big Firehole campground, boat ramp and along the road going to the area. After the cleanup, volunteers were treated to a cookout and picnic.

Sponsors included Sweetwater County, the Guard, Bassmasters', Bureau of Land Management and the Forest Service. Corporate sponsors included McDonalds, Lewis & Lewis Inc., and Coca Cola of Rock Springs. Waste Management provided the dumpster and hauled the trash to the county landfill.

Mike Brown
Flaming Gorge NRA
Ashley NF

Blaine County School Recognized for Work on Native Plant Arboretum

Students and faculty of the Silver Creek Alternative High School were honored in June for their volunteer efforts in helping to establish a native plant arboretum in Hailey, Idaho.

Bill LeVere, Sawtooth National Forest, said Forest Service Chief Mike Dombeck yearly honors volunteers who work with the Forest Service. LeVere presented Silver Creek's Director Barge Levy with a special plaque, and a letter from Dombeck, recognizing the volunteer efforts of the students and their teachers. Levere said the arboretum will "continue to give to the residents and visitors of the Wood River Valley for years to come."

LeVere said volunteers gained some things: learning about various native plant communities, and how to plant and care for different plant species. Most of all, "you can come back to each year, observe the growth and say 'I was personally responsible in a small way for helping to create this special place for people to come and enjoy and for other students to come and learn.'"

The school and students were recognized at a brief ceremony today attended by a number of city, county and state officials. A small bristlecone pine tree, one of the oldest living things on earth, was planted to honor Silver Creek's Alternative High School Class of 1997.

Students and their instructors donated more than 100 hours planting trees and shrubs, moving rocks, sowing grass and establishing the gravel path that guides visitors through the arboretum, which covers approximately 1/3 of an acre.

The arboretum is located in Hailey, adjacent to the Wood River Trails and north of Fox Acres Road.

Other individuals and entities recognized included Linda Ries, Community Forester for the Sawtooth National Forest; Blaine County Recreation District; Wood River High School; Charlie Miller, Wood River Middle School; June Ballard; Blaine County Sheriff; Community Service; Blaine County Soil Conservation District; Natural Resources Conservation Service; the Plant Materials Center in Aberdeen; Forest Service volunteer John Hepworth; Webb Nursery in Bellevue; Hardman's Hardware in Hailey; Hi-Altitude Gardens in Hailey; Idaho Native Plant Society; Master Gardner John Olson and Blaine County Extension Service.

The Blaine County Native Plant Arboretum is a cooperative project with the Sawtooth National Forest and Blaine County Recreation District. An Idaho Department of Lands Community Forestry grant partly funded the project. The arboretum contains twelve different Idaho plant communities ranging from sagebrush to western white pine and including 11 types of trees, 15 types of shrubs and a total of more than 200 plants—70 of them trees.

Linda Ries
Community Forester
Sawtooth National Forest

Salmon-Challis Hosts Lost Trail Workshop

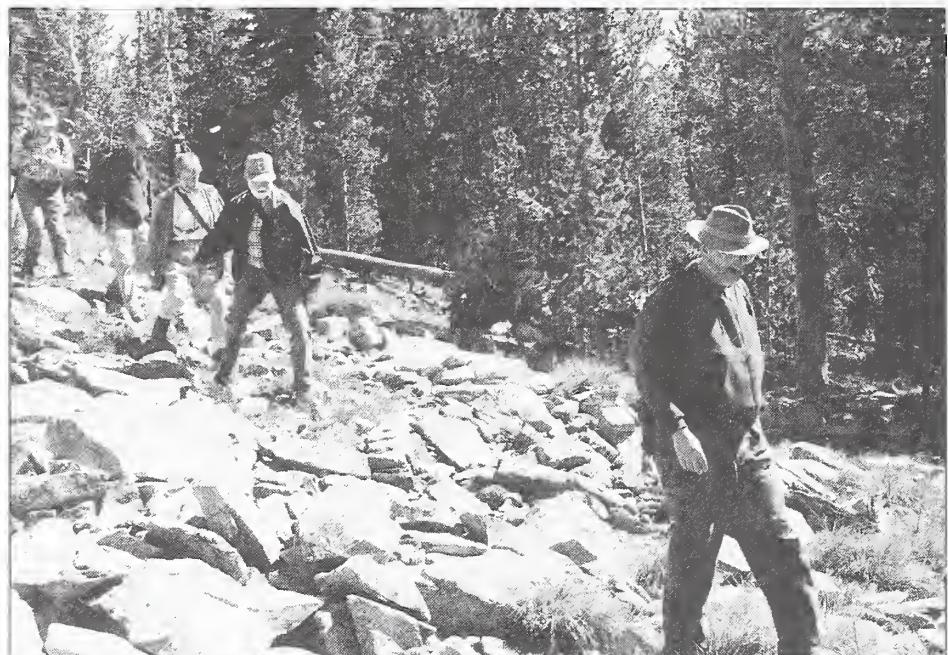
Where did the Lewis and Clark Expedition cross the Bitterroot Mountains in northeastern Idaho? This was the question posed at the Lost Trail Pass Workshop July 11-12 in Salmon, Idaho and on the North Fork Ranger District, Salmon and Challis National Forests.

Historians, recreationists, tourism professionals, university faculty, Native Americans, interpreters and federal and state agency people participated in the workshop. They heard speakers, compared maps and aerial photos to William Clark's map and Expedition members' journal entries, and took field trips to the Lost Trail Pass area on the North Fork RD.

In September, 1805, the Lewis and Clark Expedition crossed the Bitterroot somewhere in the Lost Trail Pass area, said Merry Haydon, Lewis and Clark Bicentennial coordinator for the Salmon and Challis NFs. "Scholars have long disagreed on which way the expedition traveled on September 3, where they camped that evening, and by which route they crossed the rugged mountains into the Bitterroot country," Haydon said. "Through formal presentation and open discussion of the varying interpretations and hypotheses offered by historians . . . as well as a field trip to the actual areas . . . we hope to arrive at closer consensus in determining the most likely campsite location and route over the Lost Trail Pass area."

Speakers from interpretive associations chronicled the events of the expedition in Lemhi County. Participants also heard speakers from the Continental Divide Trail Society, Iowa State University of Science and Technology, and the Montana Bureau of Mines and Geology.

The event was a warmup for the 200th year anniversary of the Lewis and Clark Expedition. It was sponsored by the Salmon and Challis NFs, Lemhi Resource Area Bureau of Land Management, the National Park Service and the River of No Return Interpretive Association.



Steve Russel of the University of Iowa hikes near one of the possible expedition routes. He is followed by Dr. Gary Moulton of the University of Nebraska and other hikers.

Workshop participants scan the mountains near Lost Trail Pass searching for clues along the Lewis and Clark Trail.



Forests



Hadley Roberts explains why he thinks this meadow is the site of an expedition campsite.

Former Forest Service biologist Hadley Roberts points out landmarks mentioned in journals in the Lost Trail Pass area.



Local history buff Wilmer Rigby explains how the Lemhi-Shoshone applied paint and bear grease at the flag unfurling site overlooking Lemhi Valley.



All on the same page . . . Wilmer Rigby reads from Merriweather Clark's journal at a site described in the journal.

Fishlake Employees Renovate Maplegrove Campground

Maplegrove Campground on the Fillmore Ranger District of the Fishlake National Forest got a recent facelift. On May 20, Fishlake employees participated in an all-employee forest work day to finish up a renovation project that began during the summer of 1996.

Maplegrove Campground, at the foot of the Pavant Mountain Range in west-central Utah, is very popular with both local and Wasatch

Front visitors. Because of its popularity and heavy use, the campground needed a major overhaul and had to be closed for the 1996 recreation season. Contractors were hired and reconstruction of the campground proceeded during the summer and fall. Existing campsites were realigned, new units were created, and group areas were enlarged.

With the contracted reconstruction completed, a number of finishing touches were still needed in order to open the campground for the 1997 summer recreation season. Doug Reid, Fillmore District Ranger, requested employee help to fulfill the old adage: "many hands make light work." With support from Forest Supervisor Rob Mrowka, Fishlake employees were asked to spend a day at Maplegrove Campground so the site could be opened to the public by June.

About 60 employees showed up to volunteer their time, muscles, and smiles for a day of work and comradery. Pole fences were mended and new fence built around the new campsites. The enclosure fence surrounding the spring source for campground water was repaired. Campground trails were constructed.

Hazardous trees were removed, picnic tables were painted, new campground signs were installed, and campground litter and construction debris was removed. Forest employees also helped Millard County employees pave all the roads and campground spurs within the campground. Millard County donated road equipment and employee labor time in order to complete the paving of this camp-ground.

"Thanks to the dedication of so many the campground was re-opened on May 27 in time for summer vacations, family reunions, and overnight get-aways," Reid said.

Linda L. Jackson
Public Affairs Specialist
Fishlake National Forest



Pole fence construction at Maplegrove Campground.



Rob Hamilton, Loa Ranger District range conservationist, paves road at Maplegrove.

Forest Service, BLM Host Natural Resources Festival for Richfield

More than two dozen organizations joined the Fishlake National Forest and Bureau of Land Management Richfield District to put on a two-day Natural Resources Festival for Richfield residents of all ages April 25-26. Two fisheries biologists, Sheri Linn Ramsay of the Fishlake, and Rick Fike from BLM were the main organizers for the festival, called "The Great Outdoors: We're All In It Together." Ramsay and Fike saw the festival as a fun way to increase people's awareness of the natural resources around them and the need for public land agencies to wisely manage those resources for future generations. With enthusiastic management support, and ideas, time and muscle power from many FS and BLM employees, Ramsay and Fike's idea became a reality.

They got the schools involved early through a poster contest on the great outdoors. When the festival began, school children were anxious to attend. The first day involved tours for local third through seventh graders. On the second day, activi-

ties were open to the general public. Educational exhibits and demonstrations in the fields of ecology, biology, zoology, geology, mining, archeology, history, recreation, land ethics, and safety were offered. The event also promoted Arbor Day, Earth Day, Wildlife Week, Neotropical Migratory Bird Week, Wetlands Week, and Celebrating Wildflowers Week. Hands-on displays emphasized nature and conservation. Free trees and plants seedlings were distributed. The Hansen Planetarium hosted an evening Star Party.

People are already requesting that the festival become a yearly event. "This was a great time for people to get out and really take part in an activity which is vital to our nation's future in the environment," said Rick Fike. As one newspaper editorial stated, "We anticipate by this year's participation that the only way this program can go in the future is up."

Linda L. Jackson
Public Affairs Specialist
Fishlake NF



Utah Division of Wildlife biologist describes Utah wetlands to Richfield students.



Richfield students at work identifying animal tracks.



Max Reid, Fishlake NF, and Carter Warrick, BLM Richfield District, talk beside a mule deer habitat display.

"Project Wild" display was contributed by Utah Division of Wildlife Resources.



Showcase on Service

July 13, 1997

Peter Karp, Forest Supervisor
Uinta National Forest

Dear Pete:

I wanted to thank you for hosting such a nice Centennial Celebration of the Uinta National Forest. The setting was perfect. I am terribly far behind on correspondence — so please excuse the delay in my thanks.

The evening really impressed on me what a difficult task you have in working with a variety of public interests. It was clear that evening, as on other occasions, that you and your staff are dedicated to public involvement. I truly appreciate that dedication. That's why I am deeming you Pete "Let's Collaborate" Karp.

In all seriousness, thank you again for celebrating your associations with the public. It was wonderful to escape the contention to attend and experience positive relations between forest users and forest managers.

Sincerely,

/s/ Amelia Jenkins
Issues Coordinator
Wild Utah Forest Campaign

(Handwritten note on customer survey form below)

HOW ARE WE DOING?

In an effort to better serve you, our customer, we would like to hear from you. What are your thoughts on the management of these world-class natural resources and the services we provide here on the Greys River Ranger District? Do you have any suggestions for improvement? . . .

MESIA NYMAN
District Ranger

Congratulations! You appear to be doing a great job on your district. As a foot traveler, I depend in part on the different districts to keep their trails in decent shape. From what I've hiked on your district, you should be the envy of a lot of other districts and Natl. Forests. I know you don't hear it enough but thank you for your superlative efforts!

P.S. Special thanks to Carol, Benton and LaVonna who all helped a lot on my visit!

Big Piney - Big Sky '97
The Rank Rodent & Wayah the Malamute

Utah Officials, Ranger Named for Community Leadership Assistance Award

The Emery County Public Lands Council, Emery County Commissioners, Emery County Economic Development and Charlie Jankiewicz, Price-Ferron District Ranger, have received the 1996 National Rural Community Assistance (RCA) Leadership Award. The award was presented during the RCA conference, "Sustaining Our Environment and Our Communities" August 18-22 in Kalispell, MT.

The award recognized outstanding leadership, collaborative partnerships, risk-taking and visioning in planning the future of Emery County and surrounding public lands.

Listed on the citation are Jankiewicz, Val Payne, Rosann Fillmore, Kent Peterson, Bevan Wilson, Randy Johnson, Wes Curtis, and Tracy Jeffs.

RCA is a program administered through FS State and Private Forestry (S&PF) and funded through the Farm Bill. R4 receives about \$300,000 annually in RCA funds to distribute to communities for action teams, county/community planning and plan implementation. S&PF sponsors a yearly conference and training session for involved FS employees and community members.

Through RCA, Emery County leaders did the county's first action plan; a feasibility study of farm, ranch and recreation activities in the county; and a county travel and tourism assessment. The Forest Service and county jointly developed a County Master Plan, completed the San Rafael Region Futures Study on potential costs and benefits of tourism with recommended actions and mitigation measures; restored and staffed the Stuart Interpretive Center

in a historic FS guard station; and helped restore degraded resource conditions in heavily-used Huntington Canyon. The cooperative working relationship with key county and FS leaders allowed the Manti-LaSal to combine two ranger districts and sign a Memorandum of Understanding (MOU) with Emery County to combine planning efforts and share data.

Emery County has been a "boom and bust" area with 83 percent of land base federally owned and some 65 percent of employment dependent on coal extraction, power

production and coal transportation. The county's economy is considered "stagnant" with unemployment running from 7-9 percent since 1989. Thanks to the county and FS leadership, Emery County is now creating its own future. As an example, the county is developing a home page on the World Wide Web which will include county events, facilities, attractions, and Manti-LaSal NF information. A "no walls" business incubator for outfitters and guides will offer hospitality training, first aid, a reservation system, and business development training.

Alaska Wildlife Biologist Wins Jack Adams Award

Ellen Campbell, Alaska Region wildlife program leader, was this year's winner of the Jack Adams Award—an award given in memory of an R4 biologist who died mid-career in 1984.

Campbell was chosen from about 1,100 Forest Service biologists for best exemplifying the hard work and dedication shown by the late Adams. Campbell is an individual "who is dedicated to the betterment of the resource and does so in a manner that does not draw attention to herself," Jack Capp, R10 director of wildlife, fisheries, ecology and watersheds, wrote in his nomination letter. "If everything seems to be going according to plan, look around. Ellen Campbell will be there, making sure things get done."

Thanks to budget cuts and downsizing, Campbell now has two jobs—wildlife leader, and also budget and planning coordinator for her section. She has worked seven years in Juneau, and previously worked for the FS in Virginia, Georgia and Mississippi. She has a master's in wildlife biology from West Virginia and also worked for the state of West Virginia.

Utah native Jack Adams worked 22 years for the Forest Service and was known for his tireless efforts to increase recognition of fish and wildlife and to achieve balanced resource programs on the National Forests. After a bachelor's degree at Utah State University in the early 1960s, Adams worked for Utah Division of Wildlife Resources (DWR); the Cache, Dixie and Apache-Sitgreaves NFs, and the Southwest Regional Office in Albuquerque. He then was transferred to Ogden to oversee planning and budget for the Regional Fish and Wildlife Staff.

In the early 1980s, Adams was diagnosed with a malignant brain tumor. He underwent surgery and various treatments, but died in early 1984.

R4 and Washington Office officials decided to start a yearly national award to recognize the biologist and botanist the best reflect the unique qualities of Jack Adams. Those include a strong passion for proper stewardship of fish and wildlife resources on the National Forests, strong relationships with state and other partners, a bias for getting the job done on the ground, a concern for people, and a style of never using the job to get attention or personal gain for yourself.

The award usually goes to someone who has these qualities and has not gained much recognition in a long productive career—dependable, steady producers who have missed (and not sought) the limelight.

A dozen Forest Service employees have received the Jack Adams award including Paul Shields and Don Bartschi from R4.

Personnel

Personnel

REGIONAL OFFICE

Length of Service

40 Years

EDWARD FRANDSEN, State and Private Forestry

35 Years

VERL CREAGER, Engineering

MICHAEL LUNT, Engineering

KEN PAGE, Engineering

30 Years

CHERYL BARTLETT, Fiscal and Accounting Services

WAYNE BEDDES, Engineering

WILLIAM FRYE, Fiscal and Accounting Services

JAMES (WES) HARVEY, State and Private Forestry

DAVID PREVEDEL, Information Services and Technology

WILLIAM SCHNELLE, Engineering

MICHAEL SCHULTZ, Fiscal and Accounting Services

DALE TORGERSON, Planning, Appeals and Litigation

SUSAN VAN ALLEN, Recreation and Lands

25 Years

ANDREW GODFREY, Planning, Appeals and Litigation

LYNN MILLER, Recreation and Lands

KATHRYN PAROZ, Engineering

20 Years

GLENNNA PREVEDEL, Regional Foresters Team

JOLENE BERRY, Information Services and Technology

VAUGHN STOKES, Planning, Appeals and Litigation

AVADNA (BETSY) RICKARDS, PA&L

STEVEN KOZEL, Interior Columbia River Basin Ecosystem Management Project

THOMAS ABBAY, Biophysical Resources (BPR)

THOMAS BUCHTA, BPR

BARRY BURKHARDT, BPR

ROBERT HARMON, Engineering

JOHN REHMER, Engineering

15 Years

KAREN DUNCAN, Regional Foresters Team

NORMA SHUPLA, Information Services and Technology

BETTY EVANS, Planning, Appeals and Litigation

RONALD BRODERIUS, Engineering/Graphics

JEANNE FELMY, Engineering/ Graphics

KATHRYNE DYER, Human Resources Management

WILHELMINA SORENSEN, Fire, Aviation and Air Management

LARRY DEBLANDER, Vegetation Management

10 Years

ROQUE OBUSAN, Information Services and Technology

SUZANNE JOHNSON, IS&T

MARTHA MANDERBACH, Biophysical Resources

LAURIE COX, Fiscal and Accounting Services

LINDA SPILLER, State & Private Forestry (S&PF)

DAWN HANSEN, S&PF

KATHRYN LEE, Recreation and Lands

MINDY STEVENSON, Fire, Aviation and Air Management

TOMASITA CISNEROS, Administrative Services

TAMARA SMITH, Vegetation Management

ASHLEY NF

Cash

DIANE AUGUSTUS, Information Assistant, Vernal RD - For extra efforts in carrying out the Public Affairs Officer duties in addition to your own duties as the Information Assistant.

KENNETH JAEGER, Forestry Technician, Vernal RD - For EOS Creativity, Innovation and Teamwork Award.

ALAN J. YOUNG, Supervisory Forester, Vernal RD - For EOS Valuing Diversity Award.

STEPHANIE A. MORELAN, Environmental Coordinator, Flaming Gorge RD - For EOS Customer Service Award.

MICHELE C. HUFFMAN, Computer Specialist, SO - For EOS Streamlining System Award.

HELEN MARIOTT, SCSEP Enrollee, Duchesne RD - For dedicated effort in data entry of 35 years of user data for the Grandview and Rock Creek trailheads. Because of Helen's efforts, trend studies and visitor analysis can now be accomplished to assist in managing the High Uintas Wilderness.

BETTY REARY, SCSEP Enrollee, Roosevelt RD - For attentiveness to detail and conscientious radio communications that provided clear and concise responses to our Wilderness Rangers and the trail crew members.

Group

BRIAN BACHTEL, Rangeland Specialist, Wasatch/Cache Logan RD. Ashley NF-Vernal RD employees: MIKE BERGFELD, Forester; MARY BERGKAMP-HATTIS, Forester; MICKEY CARTER, Environmental Coordinator; ROSS MONCRIEF, Supervisory Forester; CHRISTIANA OPRANDY, Soil Scientist; KATHY PAULIN, Wildlife Biologist. Ashley NF-Supervisor's Office employees: ROLAND LEIBY, Hydrologist; and LAURA J. WEST, Program Analyst. Received for work on the "Trout Slope Landscape Assessment." They displayed a willingness to share each other's talents in their different disciplines to come together in an ecological stewardship approach to caring for the land. Their success was a landscape assessment that will be a role model for others to follow in similar tasks.

Spot

DIANA D. DILSAVER, Office Automation Clerk, Roosevelt RD - For providing fiscal help and advice that allowed the Forest to keep pace with certain areas in the Budget Office. Without this help, it would have fallen behind and affected customer service.

BRANDY K. ROOKS, Information Receptionist, Roosevelt RD - For providing much needed fiscal help during the absence of an Accounting Technician. This help has kept the Forest current; otherwise, it would have fallen months behind.

Length of Service

30 Years

ELDEN J. BUCKALEW, SO

R. BRENT HANCHETT, SO

20 Years

MERLE M. CECIL, Flaming Gorge RD

ROGER C. MCKINLEY, Duchesne RD

CHRISTIANA F. OPRANDY, Vernal RD

NICHOLAS OPRANDY, Roosevelt RD

JOEL "HARV" SKJERVEN, Vernal RD

CLEVE B. YATES, Flaming Gorge RD

10 Years

MARY K. BERGKAMP-HATTIS, Vernal RD

DAVID J. HATTIS, Vernal RD

KENNETH E. JAEGER, Vernal RD

MARY V. SMUIN, SO

Promotions

OTIS MERRILL, Computer Specialist, Flaming Gorge RD to Computer Specialist, Wayne Hoosier NF.

CURTIS PALMER, Forestry Technician, SO, to Fire Management Officer, Sierra NF Minaret RD.

NICHOLAS GIANNETTINO, Supervisory Forester, Roosevelt RD, to District Ranger, Shawnee NF, Vienna RD.

Reassignments

JOYCE HENNING, Computer Specialist, SO, to Computer Specialist, Bridger/Teton NF, SO.

LYNNE INGRAM, Visitor Information Specialist, Flaming Gorge RD, to Supervisory Information Specialist, Inyo NF, Mono Basin Scenic Visitor Center.

LOU ANN HIRSHI, Computer Specialist, Manti LaSal NF, to Computer Specialist, SO.

WILLIAM C. MORTENSEN, Forestry Technician, Cibola NF, Sandia RD, to Helitack Crew Leader, Flaming Gorge RD.

Resignations

FLORENCE CHRISTENSEN, Clerk Typist, Flaming Gorge RD.

BRIDGER-TETON NF

Spot

JEAN THURMOND, Resource Clerk, Jackson RD - For consistent and proper clerical management of the recreation special use permits and timely, accurate collection of related fees for those permits on the Jackson Ranger District during fiscal year 1996.

SHERYL FUNK, Resource Clerk, Jackson RD - Careful and customer-service oriented handling of the District surplus property sale, and the careful and proper disposal of all sale items in accordance with existing laws and regulations.

RUTH ANN MILLER, Business Management Assistant, Kemmerer RD - For keeping up with regular duties along with additional duties during the absence of the Support Service Specialist.

BARBARA DUNCAN, Office Automation Clerk, Kemmerer RD - For excellence in processing Scoping Statements, EA's and the coordination of mailings of these documents.

JEANNE SMITH, Resource Clerk, Grey's River RD - For excellent support to the Frontline Office to provide quality customer service to both internal and external customers.

KAROL LARSON, Office Automation Clerk, Grey's River RD - For excellent support with Resources to provide quality customer service to both internal and external customers.

WADE BURLESON, Supervisory Forestry Technician, SO - In recognition of outstanding effort to bring the Bridger-Teton NF to the forefront of the Forest Service in Road Management technology specifically for assistance in developing and presenting a computer model MEL (Most Efficient Level). R. CRAIG SMITH, Supervisory Civil Engineer, SO - For responding to the extra effort needed to accomplish additional work associated with assuming the greater responsibility of supervising the road crew and additional bridge reconstruction program.

RICHARD KENNEDY, Supervisory Civil Engineer, SO - For adapting a computer model to determine the most efficient level (MEL) for our road maintenance program.

DEAN BURNHAM, Forester, Grey's River RD - For excellence in photography leading to a first place, one second place, and one third place in the 1996 Regional Office Photo Contest.

JENNIE IMESON, Administrative Clerk, SO - For your extra effort put forth to accomplish and clean up the Forest personal property information.

Extra Effort (Group)

LARRY WARREN, Land Use Planning Specialist, SO; CHARLES JONES, Forest Administrator, Jackson RD; BILLIE SHIELDS, Construction Inspector, SO; JUDY SHIELDS, Accountant, SO; FRED KINGWILL, Public Affairs Specialist, SO; SCOTT FITZWILLIAMS, Public Affairs Specialist, SO; JAMES IRWIN, Motor Vehicle Operator, SO; RICHARD HUDSON, Supervisory Natural Resource Specialist, Jackson RD; JOETTE KATZER, Cartography Technician, SO; DANIEL BAUER, Law Enforcement Officer, SO; TRAVIS TIPPIT, Law Enforcement Officer, SO; RITA CHANDLER, Forestry Technician, SO; WADE BURLESON, Supervisory Forestry Technician, SO - For outstanding support of the First Family and the White House Staff during their visit to the Bridger-Teton NF during August, 1996. Your dedication and exemplary teamwork were key elements in the successful accomplishment of all incident objectives.

Extra Effort

THOMAS BILLS, Information Assistant, SO - For extra effort in the development of an Internet "home page" for the Bridger-Teton NF.

KRISTIN DAMSGAARD, Forestry Technician, SO - For extra effort and commitment in completing a NFMAS re-analysis on the Bridger-Teton NF in a short time period.

JUDY SHIELDS, Accountant, SO - (Given by the Regional Office) - For leadership in converting the Intermountain Region's Ski areas to the new Ski Fee method in a timely and orderly fashion.

DONALD FALLON, Soil Scientist, Pinedale RD; ERIK LINQUIST, Ecology Trainee, Pinedale - For superior performance of duties associated with the completion of the Bridger-East Ecological Unit Inventory including: development and compilation of the project manuscript, map revision, and collection of supporting data.

Quality Step Increase

TERRY SVALBERG, Soil Scientist, Pinedale RD - For outstanding performance of duties associated with the completion of the Bridger-East Ecological Unit Inventory including: resolving program conflicts, development and compilation of the project manuscript, map revision and collecting supporting data.

DAVID TART, Ecologist, Pinedale RD - For outstanding performance of duties associated with the completion of the Bridger-East Ecological Unit Inventory including: resolving program conflicts, development and compilation of the project manuscript, map revision and collecting supporting data.

MARTIN FERWERDA, Soil Scientist, Pinedale RD - For outstanding performance of duties associated with the completion of the Bridger-East Ecological Unit Inventory including: mastering the NASIS database, developing soil interpretations using PARADOX, compilation of the project manuscript, map revision and collection of supporting data. DONESE WILLIAMS, Minerals Management Specialist, SO - For outstanding performance as the Engineering/Lands/Minerals/Fire Staff Officer since April 1996 and for strong and consistent leadership wth the SO Primary Staff group. Was instrumental in obtaining emergency road flood damage funding.

Time Off Award (Group)

BRAD BRIDGES, Computer Assistant, SO; WAYNE CLAYTON, Civil Engineering Technician, SO; PAMELA EDWARDS, Resource Specialist, SO; CAROL HOTCHKISS, Administrative Management Assistant, SO; LESLIE JONES, Natural Resource Planner, SO; KATHRYN NASH, Resource Assistant, SO; WILLIAM NECKELS, Equipment Engineering Operator Foreman, SO; SANDRA SEATON, Accounting Technician, SO; BILLIE SHIELDS, Construction Inspector, SO; JUDY SHIELDS, Accountant, SO; LEON TILLMAN, Engineering Equipment Operator, SO; KAREN WILSON, Purchasing Agent, SO; ROSEMARY Houser, Support Services Specialist, Grey's River RD; JEANNE SMITH,

Personnel

Resource Clerk, Grey's River RD; DEBORAH MORLOCK, Resource Clerk, Buffalo RD; MARY SKINNER, Information Assistant, Pinedale RD; ANITA DOUGLAS, Resource Clerk; Pinedale RD; DOROTHY NECKELS, Social Science Technician, Jackson RD; SUSAN DOUGLAS, Office Automation Clerk, Jackson RD; JEAN THRUMLOND, Resource Clerk, Jackson RD - For extra effort in supporting the fire effort during the 1996 fire season.

Transfer Out
CONSTANCE ALEXANDER, Computer Specialist, SO.

Resignation
BARBARA SIMON, Computer Assistant, SO.

Promotions in Place
MARGARET GALLAGHER, Forestry Technician, Jackson RD.
CLIFFORD UPTON, Telecommunications Specialist, SO.
ROBERT SKEEN, Forestry Technician, Jackson RD.
CAROL HOTCHKISS, Administrative Management Assistant, SO.

Reassignment
JOYCE HENNING, Computer Programs Analyst, Ashley NF, to Computer Specialist, SO.

CARIBOU NF

Extra Effort
JANICE HUNT, SSS, Pocatello RD - For excellence in program management staff assistance to co-workers in both timeliness, quantity and quality of work as the District Support Services Specialist.

Performance
MELVIN MOE, Supervisory Forester, Soda Springs RD - For superior performance in his regular duties while operating with reduced staff and exceeding expectations in majority of critical elements.

CAROL JONES, SSS, Malad RD - For regularly contributing high work output, consistently completing work products of high quality, and providing exceptional service to customers and coworkers.

Spot
KATHY WILLIAMS, Office Automation Clerk, Malad RD - For overseeing District collections of all fees and keeping Collection Officer audits up to date.

DENNIS DUEHREN, Land Use Planning Specialist, SO - For superior performance in Forest Planning and GIS during a six-month detail as Assistant Forest Planner.

MAURICE YOUNG, Forestry Technician, Pocatello RD - For his outstanding efforts in accomplishing numerous tasks through various Volunteer programs and for the many hours of work spent to develop the Adopt-A-Trail program on the Pocatello RD.

EDWARD CHRISTY, Forestry Technician, Soda Springs RD - For his outstanding effort in the maintenance and winter protection of District recreation road signs during the Fall of 1995. The signs were all repainted and covered with a protective coating while doing fire patrol duties.

JEANETTE DAVIS, Public Affairs Specialist, Malad RD - exceptional assistance and direction in completing the communication plan for the Special Use Processing Reengineering Design Team.

RANDAL MICHAELSON, Civil Engineering Technician, SO - For continued excellence in supervising the Survey Crew. This comprised the full scope, from hiring, training, conflict resolution, performance appraisals, to recommendations for prospective employees.

EVELYN ROEDER, Civil Engineering Technician, SO - For gathering information on all the Caribou NF's buildings and entering that data into the Infrastructure database.

KATHY WILLIAMS, Office Automation Assistant, Malad RD - For organizing the annual spring permittee meetings, completing the Allotment Operating Plans, and issuing bills for collection for permittees on the Malad and Pocatello RDs for 1997 grazing season.

KENNETH TIMOTHY, Wildlife Biologist, Malad RD - For outstanding efforts in completion of the Fredrickson Land Exchange on the Malad RD.

BOBETTE STUART, Office Automation Assistant, Pocatello RD - For outstanding efforts in helping to coordinate the "Smokey Bear and the Great American Cowboy" program sponsored by the Pocatello RD at the Dodge National Circuit Finals Rodeo, Pocatello, ID, March 1997.

CAROL JONES, SSS, Malad RD, For outstanding efforts in organizing the annual spring permittee meetings, completing the Allotment Operating Plans, and issuing bills for collection for permittees on the Malad and Pocatello Ranger Districts for the 1997 grazing season.

Promotions
TERRI KNAUTH, Forestry Technician, Kootenai NF, to Forestry Technician, Montpelier RD.

Promotions in Place

BOBETTE STUART, Office Automation Assistant, Pocatello RD.
KATHY WILLIAMS, Office Automation Assistant, Pocatello RD.
JEFFREY JONES, Geologist, Soda Springs RD.
ROBIN GERMANY, Telecommunications Specialist, SO.

Transfer In

GREG BURCH, Forestry Technician, Pocatello RD.

DIXIE NF

Extra Effort

ALLAN DAN STEWART, Range Technician, Teasdale RD - For excellent workmanship and proficiency with the Teasdale District sign program, reflecting a positive image within very limited budgets.

Appointments

SANDRA E. KOZAK, Personnel Management Specialist, SO.

Promotions

CHRISTINE DALTON, Information Receptionist, Powell RD, to Resource Clerk, Powell RD.

Reassignments

KAREN A. OGLE, Ecologist, Boise NF, to Ecologist, SO.
MORRIS L. REYNOLDS, Personnel Officer, SO, to Administrative Officer, SO.

Transfer Out

RANDOLPH T. BECKSTRAND, Information Receptionist, Pine Valley RD, to Range Technician, Bureau of Land Management.

FISHLAKE NF

Appointments

DOUGLAS HERBERT, SCSEP Enrollee, Richfield RD.
CHRISTOPHER McAFFEE, SCSEP Enrollee, Beaver RD.

Resignations

GERALD JARVIS, SCSEP Enrollee, Richfield RD.
GLENN ALBERTSON, SCSEP Enrollee, Beaver RD.

HUMBOLDT-TOIYABE NFs

Spot

MARY LYNN HINCLKEY, Business Management Assistant, Spring Mountains National Recreation Area - for outstanding work done on the Wheeler fire.

DEBORAH FINLEY, Forestry Technician, Northern Nevada Ecosystem - For completely revising and upgrading the Fire Management Action Plan for the Humboldt-Toiyabe. The plan produced is one of the best in the Region.

LEE NELSON, Forestry Technician, Spring Mountains NRA - For consistently providing a high quality contribution to the management of the recreation program on the Spring Mountains NRA Area and for lending support and a helping hand to the Recreation Technician.

Extra Effort

JAMES HUSH, Forestry Technician, Supply Center, Minden - For continuing extra effort and productivity as the Lake Tahoe Basin Management Unit Fire Training Training Officer. Award was given by Lake Tahoe Basin Management Unit.

THERESA CLARK, SCSEP, Supply Center - For exemplary performance of law enforcement support duties and sincere dedication to customer service.

MERL MILLER, SCSEP, Supply Center - For excellent performance of LEMARS and CVB coordination duties.

ANTHONY MARTINEZ, Electronic Technician, Shasta-Trinity NF - For responding quickly and creatively to restore critical systems in the face of severe environmental conditions. His actions resulted in restored incident communications and the salvage of more than \$24,000 of electronic components and equipment.

WAYNE SWENSON, Supervisory Rangeland Management Specialist, Central Nevada Ecosystem - For work in covering the range program in the last two years with reduced staff and reduced funding.

ALAN PINKERTON, Ecosystem Coordinator, Spring Mountains NRA - For excellence in the design of a re-engineered recreation and land special use process that reduces cycle and workload time, assures a corporate database for administration and billing, raises employee competency and specifies a structure to continuously update customer satisfaction. Award was from the Washington Office.

Forest Supervisor/Deputy Forest Supervisor Quality Recognition Award

TIM BELTON, Planner, Sierra Ecosystem - For quality service to the Humboldt-Toiyabe in preparing All Employee Day.
EDWARD PANIAGUA, Supervisory Forestry Technician, Supply Center, Minden - For hanging tough.
ANN KINNEY, Computer Assistant, Supply Center - For quality customer service to Humboldt-Toiyabe in preparing All Employee Day.

Forest Peer Recognition Award

MARK BLANKENSHIP, Supervisory Forestry Technician, Spring Mountains NRA - For assistance in setting up Regional exhibit at ski industry on day off.

MARK INGRAM, Forestry Technician, Spring Mountains NRA - For participation and support to the Tonopah Ranger District in the Meadow Canyon burn project.
EDWARD PANIAGUA, Supervisory Forestry Technician, Supply Center, Minden - For participation and support to the Tonopah Ranger District in the Meadow Canyon burn project.

GLADINE PATRAS, Supervisory Support Services Supervisor, Central Nevada Ecosystem - For assistance in helping coordinate visit to Governor's Conference on Aging.
JAMES WHELAN, Wildlife Biologist, Central Nevada Ecosystem - For excellent support to Steve Anderson on the elk technical review team.

MILDRED GRUNE, Equipment Specialist, Supply Center - For superior performance as a member of the fleet management analysis team.

BONNIE WHALEN, Program Analyst, Northern Nevada Ecosystem - For always being willing to drop everything and help with a GIS question or problem.

SUSAN BERGSTRAND, Personnel Management Specialist, Supply Center - For quality customer service to the employees of the Humboldt-Toiyabe.

LAURO GARCIA, Civil Engineer, Supply Center - For quality customer service to employees of the Humboldt-Toiyabe.
EUGENE BLANCHARD, Civil Engineer, Supply Center - For quality customer service to employees of the Humboldt-Toiyabe.

HAL PETERSON, Supervisory Civil Engineer, Supply Center - For quality customer service to employees of the Humboldt-Toiyabe.

GARY CAMPBELL, Supervisory Civil Engineer, Supply Center, Elko - For quality customer service to employees of the Humboldt-Toiyabe.

CLIF ISOM, SCSEP, Northern Nevada Ecosystem - For your diligence and dedication to the Forest Service throughout a challenging year.

ALBERT TAYLOR, SCSEP, Northern Nevada Ecosystem - For your diligence and dedication to the Forest Service throughout a challenging year.

MICHAEL McNEILL, Supervisory Rangeland Management Specialist, Northern Nevada Ecosystem - For your diligence and dedication to the Forest Service throughout a challenging year.

ARLEEN MARTINEZ, Support Services Specialist, Northern Nevada Ecosystem - For your diligence and dedication to the Forest Service throughout a challenging year.

C. JEAN KANIE, SCSEP, Northern Nevada Ecosystem - For your diligence and dedication to the Forest Service throughout a challenging year.

CARMELA ROMERIO, Rangeland Management Specialist, Northern Nevada Ecosystem - For your diligence and dedication to the Forest Service throughout a challenging year.

CLARE JOSAITIS, Natural Resource Specialist, Northern Nevada Ecosystem - For your diligence and dedication to the Forest Service throughout a challenging year.

KATRINA LEAVITT, Student Trainee Minerals, Northern Nevada Ecosystem - For your diligence and dedication to the Forest Service throughout a challenging year.

AMELIA THOMAS, Business Management Assistant, Northern Nevada Ecosystem - For your diligence and dedication to the Forest Service throughout a challenging year.

MITCHEL BULTHUIS, Rangeland Management Specialist, Northern Nevada Ecosystem - For your diligence and dedication to the Forest Service throughout a challenging year.

GARY CAMPBELL, Supervisory Civil Engineer, Supply Center, Elko - For your diligence and dedication to the Forest Service throughout a challenging year.

GARY CAMPBELL, Supervisory Civil Engineer, Supply Center, Elko - For excellent support and professionalism on the Griffon gold mine project.

BERNICE McPROUD, Rangeland Management Specialist, Central Nevada Ecosystem - For extra efforts for the Handcuff Canyon Project.

ARLENE BENSON, Archeologist, Central Nevada Ecosystem - For extra efforts for the Handcuff Canyon project.

VIRGIL MINK, Supervisory Forestry Technician, Central Nevada Ecosystem - For extra efforts for the Handcuff Canyon project.

Personnel

JERRY INGERSOL, Planning Team Leader, Supply Center - For all your help during the excavation.
ANN KINNEY, Computer Assistant, Supply Center - For quality customer service to the employees of the Humboldt-Toiyabe.
LARRY BENHAM, Forestry Technician, Spring Mountains NRA - For finding drug lab on the forest and all-around good work.
MARK BLANKENBOP, Supervisory Forestry Technician, Spring Mountains NRA - For uality leadership of Fire BOD, 1996.
DAVID HANEY, Forester, Northern Nevada Ecosystem - For participation and support to the Tonopah Ranger District on the Meadow Canyon Burn project.
DAVID HANEY, Forester, Northern Nevada Ecosystem - For your diligence and dedication to the Forest Service throughout a challenging year.
DAVID HANEY, Forester, Northern Nevada Ecosystem - For quality leadership of Fire BOD.
CAROL PETERSON, Computer Specialist, Supply Center, Elko - For quality customer service to the employees of the Humboldt-Toiyabe.
CAROL PETERSON, Computer Specialist, Supply Center, Elko - For your diligence and dedication to the Forest Service throughout a challenging year.
ARLENE BENSON, Archeologist, Central Nevada Ecosystem - For work support in cultural resource in processing of minerals plan of operations.
TINA QUINTANA, Employee Relations Specialist, RO - For outstanding service on fire fighter determination.

Promotions

CAROL EDWARDS, Support Services Specialist, Central Nevada Ecosystem, to Forestry Technician, GIS, Central Nevada Ecosystem.
JEAN BURT, Supervisory Accounting Technician, Supply Center to Grants & Cooperative Agreements Specialist, Supply Center.
CATHY JEAN, Ecologist, Northern Nevada Ecosystem, Elko to Ecologist, Supply Center, Wells.
JAY PENCE, Rangeland Management Specialist, Central Nevada Ecosystem, to Rangeland Management Specialist, Central Nevada Ecosystem.

Reassignments

JERRY INGERSOLL, Forest Planner, Supply Center to Land Management Planning Specialist, Grand Mesa-Uncompahgre-Gunnison National Forests SO.
ARLEEN MARTINEZ, Support Services Specialist, Northern Nevada Ecosystem to Support Assistant, Region 3, RO.

Resignations

CAROL SANDERS, Mail & File Clerk, Northern Nevada Ecosystem.

Retirements

STEVEN SCHMAUCH, Geologist, Northern Nevada Ecosystem.

Transfer Out

DAVID VALENZUELA, Minerals Management Specialist, Central Nevada Ecosystem to Geologist, Bureau of Land Management, Rock Springs, WY.

MANTI-LA SAL NF

Cash

FRED KAMINSKI, Forestry Technician, Price RD - Above and Beyond Safety Award, 1996 - For extra effort towards safety awareness, implementing the safety message and providing safety related training on the Manti-La Sal National Forest.
JERRY SHAW, Tribal Relations Coordinator - Civil Rights Award - For his work and extra effort in developing relationships between the Forest and local area tribes and for his concept and development of the Forest Civil Rights Poster and his work on the Native American Month as a special emphasis month.

DUANE RESARE - Forester, Monticello RD - For his assumption of the forest-wide responsibility to implement a new campground concessionaire permit program which will significantly reduce the Forest's costs while improving our service to the public.

GLEN JACKSON, Forester, SO - For outstanding accomplishment in offer and award of an unprecedented 24 MMBF of salvage timber from the Manti-La Sal N.E. in F.Y. 1996 through first quarter F.Y. 1997. This work enables key on-the-ground treatments for rehabilitation of forest insect epidemic mortality impacts.

STEPHEN J. COTE, Forestry Technician, Sanpete RD - For outstanding accomplishment in on-the-ground preparation of an unprecedented 24 MMBF of salvage timber for sale on the Manti-La Sal NF during the 1995 and 1996 field seasons. This work enables key on-the-ground treatments for rehabilitation of forest insect epidemic mortality impacts.

Length of Service

20 Years

JOSEPH G. GALLAGHER - Natural Resource Management Specialist, SO.

Reassignment

PATRICIA TRUITT, Staff Assistant, Washington Office, to Administrative Officer, SO.

Promotion

JAYLYNN PELL, Resource Assistant, SO.
SUSAN HUFF, Personnel Assistant, SO.

PAYETTE NF

Spot

CRAIG J. LEWIS, Accountant, Operations Branch, SO - For extra effort in assisting the Fixed Cost Committee/Team from the Regional Analyst Team by developing macros to conduct ad hoc analyses for analyzing fixed costs in R4.
CYNTHIA J. GRINDE, Support Service Specialist, McCall RD - For converting the Payette NF's data table for personal use firewood permits to a database, along with instructions, for use by ranger districts and law enforcement for permit accountability. This was done on her initiative.

CAROLYN L. WINKLER, District Office Assistant, Weiser RD - For her assistance with conversion of the Payette NF's database and her assistance to the Boise National Forest on the use of the database for their needs.

ALLEN CLARK, Forestry Technician, Weiser RD - For willingness to take on added duties and responsibilities while maintaining high quality service.

JOHN L. LOVITT, Forestry Technician, McCall RD - For contributions and help to the Krassel RD in fire/ fuels management. Assistance was given while continuing normal, daily work. Assistance contributed to attainment of district fuels target.

DANIEL RICHARDS, Range Technician, New Meadows RD - For exhibiting outstanding professionalism and judgement when assisting a member of the public who was injured while visiting the Payette.

Appointments

APRIL CHAPMAN, Forestry Technician (Engine Crew person), Council RD.
SARA STILLWELL, Forestry Technician (Engine Operator), New Meadows RD.
KELLEY E. MITCHELL, Forestry Technician (Recreation), McCall RD.

Promotions

KELLY WOODS, Forestry Technician, Council RD to Forestry Technician (Engine Operator), Council RD.

Promotions in Place

DAVID G. CRUMB, Forestry Technician (Assistant Helitack Manager), New Meadows RD.
SUSANNE M. HASLEMAN, Lead Forestry Technician (Helitack Squad Leader), New Meadows RD.
DENNY S. LEWIS, Lead Forestry Technician (Helitack Crew Leader), New Meadows RD.
JERRI L. ELLER, Resource Clerk, New Meadows RD.

Reassignments

AMY KELLER, Forestry Technician, Eldorado NE, Placerville RD to Forestry Technician, Payette NF (SO TM Branch).

Resignations

KARAN M. WATERS, Hydrologic Technician, Payette NF SO.

SALMON AND CHALLIS NFs

Spot

BARBARA LEVESQUE, Land Management Planner, SO - For skill and dedication in presenting the ICBEMP Science Assessment information to Forest Service and BLM employees.
JUDY ULVESTAD, Business Management Clerk, Salmon & Cobalt RD - For displaying exemplary customer service.

Length of Service

30 Years

RONALD JOHNSON, Rangeland Management Specialist, SO
ROGERS THOMAS, Forester Administration, North Fork RD
ANDREA HUMBIRD, Computer Program Analyst, SO

25 Years

LEON JADLOWSKI, Fish Biologist, Challis RD

20 Years

BRUCE SMITH, Fish Biologist, SO

RUSSELL BJORKLUND, Mineral Management Specialist, SO

SHARON BRADLEY, Supervisory Forester, Challis RD

10 Years

Laurie MATTHEWS, Natural Resource Specialist, Middle Fork RD
CAROLYN MATTSON, Office Automation Clerk, SO
RENEE CATHERIN, Forester, Yankee Fork RD
5 Years
ROSA ERICKSON, Information Assistant, Lost River RD

Promotions

MELANI MAY, Lead Forestry Technician, North Fork RD, to Supervisory Forestry Technician, Challis RD.

Appointment

HEIDI ZARDUS, Lead Forestry Technician, North Fork RD.

Reassignments

STEWART HOYT, Forester, Clearwater NE, to Supervisory Forestry Technician, North Fork RD.
DANA LUCAS, Forestry Technician Smokejumper, Region 5 RO, to Lead Forestry Technician, Salmon/Cobalt RD.
AMY GOWAN, Archeologist, Payette NE, to Archeologist, SO.

Transfer Out

BETH WATERS, Resource Assistant, SO, to Administrative Technician, U.S. Fish & Wildlife Service.

SAWTOOTH NF

Spot

BETH BRATLIE, Biological Technician, SNRA-Stanley - For extremely dedicated/hard work completed to prepare the newly refurbished Outlet Campground for the 1997 season opening. Well outside of your regular duties, you planted trees, moved woody debris, and in a manner sensitive to meeting mitigation needs as stated in the biological assessment.

TINA RUFFING, Range Technician, SNRA-Stanley - For extremely dedicated/hard work completed to prepare the newly refurbished Outlet Campground for the 1997 season opening. Well outside your regular duty you planted trees, moved large woody debris, administered the fencing contract, and all in a manner sensitive to meeting mitigation needs as stated in the biological assessment.

Extra Effort

ANNETTE CHAVEZ, Forester, SO - For your outstanding support and extra effort to the Ketchum Ranger District's Land / Special Uses Program, October 1995 to April 1997.
ROBIN GARWOOD, Wildlife Biologist, SNRA - For outstanding work using the IBM system and GIS data to develop a map that accurately displayed Mountain Goat habitat and the possible disruption of this habitat in the Sawtooth Wilderness.

Sawtooth National Forest Special Awards

CATHY MILLER, Support Services Supervisor, Fairfield RD - Larry Barnes Memorial Award, for exemplary attitude and dedication to "caring for the land and serving people." Prestigious award from her peers.
MARIE JOLLEY, SO Budget and Finance, Forest Supervisor's Safety Award for outstanding leadership of the Forest's Safety Committee, 1996-97.

KIM HULLA, Support Services supervisor, Ketchum RD, Honorable Mention for Forest Supervisor's Safety Award, 1996-97.

STEVE SMITH, Rangeland Management Specialist, Burley RD, Honorable Mention for Forest Supervisor's Safety Award, 1996-97.

Quality Step Increase

DAVID E. McCLYMONDS, Forestry Technician, Twin Falls RD.

Length of Service

25 Years

SETH PHALEN, Rangeland Management Specialist SNRA-Stanley

20 Years

GREGORY POTWIN, Range Technician, Fairfield RD
DANNY KING, Facilities Manager, SNRA

10 Years

ROBERT HARPER, Forestry Technician, SO-Dispatch

LINDA RIES, Forester, Ketchum RD

CATHY MILLER, Support Services Supervisor, Fairfield RD

5 Years

PATRICK BOWER, Archeologist, SNRA

WARREN CABLE, Forestry Technician

KERRIN DOLOUGHAN, Forestry Technician, Twin Falls RD

KENNETH HARTZ, Forestry Technician, SNRA

TODD JINKINS, Forestry Aid, Twin Falls RD

ROLAND MILLER, Forestry Technician, SNRA-Stanley

JUANITA RAMOS, Office Automation Clerk, SO.

JAMES RAY, Motor Vehicle Operator, Ketchum RD

Personnel

WILLIAM D. REED, Range Technician, Fairfield RD
PATRICK RUSSELL, Range Technician, SNRA-Stanley
STEVEN SMITH, Rangeland Management Specialist, Burley
RD

Appointments

RICHARD M. GONZLES, to Supervisory Forestry
Technician, Twin Falls RD.
EUGENE M. HODGES to Forestry Technician, Ketchum RD.
KELLEY E. MITCHELL to Forestry Technician, SNRA.
PATTI SHEPPARD to Support Services Clerk, Twin Falls
RD.

Promotions in Place

DENNIS PRATT, IR Crew Superintendent.

Reassignments

CATHY CRAWFORD to Support Services Clerk, Fairfield RD.
SHERYL OLSON to Property/WCF Clerk, SO.

Resignations

MICHELLE R. HANSON.
WILLIE R. THOMPSON to National Park Service.

TARGHEE NF

Extra Effort

CHERYL PROBERT, Rangeland Management Specialist,
Dubois RD - For recognition of her effort in the
development and refinement of the Targhee Rangeland
Monitoring Protocol.
KAYLENE MONSON, Rangeland Management Specialist,
Palisades RD - For recognition of her effort in the
development and refinement of the Targhee Rangeland
Monitoring Protocol.

Group

SYLVIA PARKER, Resource Assistant, Teton Basin RD;
KATHY NASH, Resource Assistant, Bridger-Teton NF, SO;
JEAN THURMAN, Bridger-Teton NF, Jackson RD - For
outstanding effort and "can do" attitude in completing the
Teton Basin RD special-use permit backlog.

Time Off

TARGHEE NF EMPLOYEES - 1 day - For recognition of the
intense effort and dedication by all employees to complete
the 6-year project of the Targhee Forest Plan Revision.

Temporary Promotions

ELIZABETH DAVY, Forestry Technician, Teton Basin RD, to
Forestry Technician, Payette NF, Council RD.
ANETTE ZOLLINGER, Personnel Management Specialist,
SO, to Personnel Officer, SO.
EVELYN HURT, Personnel Management Specialist, SO, to
Personnel Management Specialist, SO.
ELIZABETH DAVY, Forestry Technician, Teton Basin RD, to
Forestry Technician, Teton Basin, RD.

Promotions

JACKIE YOUNG, from Administrative Clerk, SO, to
Administrative Support Assistant, SO.
PATTY BATES, from Forester, Sequoia NF, Greenhorn RD, to
District Ranger, Teton Basin RD.

Promotions in Place

ROSE LEHMAN, Botanist, SO.
DENZIL BURNSIDE, Forestry Technician, Palisades RD.
Kraig CARROLL, Forestry Technician, Palisades RD.

Transfer Out

GARY DEAN, Fisheries Biologist, Palisades RD, to Bureau of
Reclamation, Albuquerque, NM.

Conversions

SHAWNA WILLIAMS, to Information Assistant, Dubois RD.
DONNA CONLEY, to Information Receptionist, SO.
STEVE STROUD, to Supervisory Forestry Technician, Dubois,
RD.
TORY CHRISTOPHERSON, to Forestry Technician
(Dispatcher), Eastern Idaho Interagency Fire Center.

Reassignments

MEGAN BOGLE, Forester, Teton Basin RD, to Forester, Teton
Basin RD.
DELVA JONES, Resource Clerk, Dubois RD, to Resource
Clerk, Teton Basin RD.

Retirement

L. GRANT DAVIS, Engineering Equipment Operator, SO.

UINTA NF

Cash

KAMIS S. VALENTINE, Purchasing Agent, SO - For
outstanding accomplishment in procurement, including
completion of the Fire Procurement Plan.
LEONA K. ABRAHAM, Supply Technician, SO - For
outstanding accomplishment in property management,
including reconciling the property suspense listing.
DAVID HATCH, Landscape Architect, SO - For commitment
and professionalism in assisting the replacement of bridges in
Logan canyon.
CHARMAINE THOMPSON, Forest Archeologist, SO - For
superior professionalism, leadership and cultural sensitivity
in the reburial of Black Hawk - May 1996.
BEVAN KILLPACK, Landscape Architect, SO - For leading
the 1996 National Holiday Tree effort for the USDA Forest
Service and the National Forests in Utah.
DANIEL G. MINDAR, Supervisory Forestry Technician,
Spanish Fork RD - For outstanding performance.

Special Act

JAOKOB E. SCHOPPE, Range Management Specialist, Heber
RD - For outstanding contribution as representative of the
African American SEPM program in outreach and
recruitment of candidates.

Quality Step Increase

VALERIE YOUNG, Resource Clerk, Heber RD.
GAY L. HADFIELD, Information Receptionist, Heber RD.
LOYAL F. CLARK, Public Affairs Specialist, SO.
VICKI M. MAY, Personnel Management Specialist, SO.
MICHELE NIELSON, Personnel Clerk, SO.

Appointments

KEITH A. WOODS, Supervisory Forestry Technician, Heber
RD.
BRANDON R. HOFFMAN, Supervisory Forestry Technician,
Pleasant Grove RD.
DANIEL G. MINDAR, Supervisory Forestry Technician,
Spanish Fork RD.

Reassignments

BRENT H. MCBETH, Recreation Lands Staff Officer, SO to
Natural Resource Manager, SO.

Resignations

REBECCA HIRSCHI, Outdoor Recreation Planner, Spanish
Fork RD.
KRISTINA S. RIGTRUP, Information Receptionist, SO.

WASATCH-CACHE NF

Gem

JANET HOLLAND, Resource Assistant, SO - For great work
in supporting and willingness to help with information
systems.

LAURA MATTHEWS, Clerk Typist, SO - For customer
support and help to bring the system up and for the backup
work.

SONIA PAGE, Personnel Assistant, SO - For her willingness
in helping with a special needs request on personnel actions.

SONIA PAGE, Personnel Assistant, SO - For continuously
accommodating districts' needs and working relationships.

TIM DIAZ, Supervisory Forestry Technician, Logan RD - For
your contributions on the Left Hand Project.

LAURA MATTHEWS, Clerk Typist, SO - For your extra
efforts and time to help.

ANN JUDKINS, Office Service Assistant, Logan RD - For
your contributions in helping with the seasonal hiring.

DAN ARLING, Wildlife Biologist, Ogden RD - For your
contributions to the aspen cache project.

MICHELLE WHELEN, Forestry Technician, Salt Lake City
RD - For your contributions in helping the Recreation Ranger
in the early season.

SCOTT BUSHMAN, Forestry Technician, Logan RD - For
your contributions on the Left Hand Fork Project.

CONNIE McCAGHEY, Support Service Supervisor, Logan
RD - For going above and beyond the call of duty to help out
with environmental assessment.

KEITH STEGALL, Engineering Equipment Operator, Kamas
RD - for keeping our schedules in wonderful order.

LAURA MATTHEWS, Clerk Typist, SO - For exceptional
office support.

EVELYN SIBBERNSEN, Forester, Logan RD - For outstanding
contribution to environmental education projects.

LISA JACKSON, Support services supervisor, Ogden RD -
For outstanding contribution to environmental education
projects.

Special Act

FRANK WIGGINS, Forestry Technician, SO - For recognition
of your outstanding contributions to the Salt Lake Fire
Center, and making it a successful season.

LISA JACKSON, Support Services Supervisor, Ogden RD -
For outstanding performance during a time of significant
personnel shortages and increased workloads.

LISA MARINO, Reality Specialist, SO - For your outstanding
efforts and willingness to contribute greatly to the Salt Lake
Fire Center.

DIANE HARLEY, Computer Assistant, SO - For your
outstanding support in providing computer support and
assisting at the Salt Lake Fire Center.

RACHEL DOCKERTY, Supervisory Forestry Technician, Salt
Lake City RD - For your outstanding efforts and assisting in
the Salt Lake Fire Center.

LARRY BULLOCK, Maintenance Worker, Salt Lake City RD -
For your outstanding efforts in keeping the Salt Lake Fire
Center operating.

BEN PAGE, Laborer Leader, Salt Lake City RD - For your
outstanding efforts in keeping the Salt Lake Fire Center
operating.

JAMES COOK, Resource Specialist, SO - For a great job with
the U.S. Air Force for permits, acquiring funding, and
construction of the new Aerial Retardant Tanker Base at Hill
Air Force Base.

JULIE PLANTIKOW, Forestry Technician, Salt Lake City RD -
For your outstanding contributions and for your willing
attitude and ability to make this a successful fire season.

JULIE PLANTIKOW, Forestry Technician, Salt Lake City RD -
For taking on the role, responsibilities and dedication at the
Salt Lake Fire Center.

GARY RAVEBERG, Materials Handler, Mountain View RD -
For organizing and managing the Salt Lake Fire Center.

RACHEL DOCHERTY, Forestry Technician, Salt Lake City
RD - For supervision and leadership during the relocation of
the Salt Lake Fire Center.

MARVIN NEELEY, Forestry Aid, Salt Lake City RD.

Spot Award

RICHARD WILLIAMS, Wildlife Biologist, SO - For your
outstanding contributions at the elk camp.

TRISH HAINES, Forestry Technician, SO - For your
contributions and assistance in testing and evaluating the
IIA.

SHARON WILLIAMS, Clerk Typist, SO - For willingness to
back up the computer system and for helping out.

MARILYN TRANSUE, Information Receptionist OA/SO -
For outstanding support at the front desk for the Capital City
Team.

ROBERT LAMPING, Forestry Technician, Salt Lake City RD -
For outstanding willingness in supporting the entire Salt Lake
Ranger District.

ROBERT LAMPING, Forestry Technician, Salt Lake City RD -
For exceptional contribution in accomplishing duties in a safe
manner.

Performance

JANET JOHNSON, Outdoor Recreation Planner, Kamas RD -
For the contributions and quality service leading the Mirror
Lake fee demo implementation.

B-T Employee Serves Summer as District Ranger in Montana

Deborah DesLaurier, timber and range staff
for the Bridger-Teton NF, spent the summer as
acting Dillon District Ranger on the
Beaverhead-Deerlodge National Forest in
Montana. DesLaurier was to work June-
September, until the Ranger job was perma-
nently filled.

DesLaurier has worked on the B-T since 1993.
She has also been a wildlife biologist on the
Klamath NF in California resource assistant
on the Sheyenne National Grassland in North
Dakota; and a range technician on the Nez
Perce in northern Idaho. She has worked for
the Forest Service 10 years. DesLaurier has a
master's degree in wildlife biology and a
bachelor's in range and wildland science.

Region

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Forest Service
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Colville National Forest Plans Reunion

Plans are underway for a reunion for all former employees/retirees of the Colville National Forest in Colville, WA, slated for June 26-28, 1998, in Colville, WA.

If you are a former employee/retiree and wish to receive information about the reunion, please send the following information to: Reunion 98, Colville National Forest, 765 S. Main, Colville, WA 99114; or DG address Mailroom:R06F21A.



Name: _____

Address: _____

Former Work Unit: _____

Activities to consider or comments: